



CANADA

THE

LABOUR GAZETTE



Salaries, etc., of Women University Teachers (p. 1169)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LIX

No. 11

NOVEMBER 30, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor

W. S. Drinkwater

Editor, French Edition

Guy de Merlis

Assistant Editor

W. R. Channon

Circulation Manager

J. E. Abbey

Cover Photograph

Courtesy of
Queen's University
School of Nursing

Vol. LIX, No. 11	CONTENTS	November 30, 1959
Employment Review		1125
Collective Bargaining Review		1138
Notes of Current Interest		1144
Productivity and Employment		1152
Education and Training for the Unemployed		1154
Changes in Public Assistance Legislation, 1959		1155
30th Annual Meeting of the Canadian Chamber of Commerce		1161
Salaries, Qualifications of Women Teaching in Universities ..		1169
Women Working for Pay in Japan		1171
Minister's Campaign to Create Jobs for Older Workers		1172
50 Years Ago This Month		1174
Teamwork in Industry		1175
Industrial Relations:		
Certification Proceedings		1176
Conciliation Proceedings		1178
Labour Law:		
U.S. Labor-Management Reporting and Disclosure Act of 1959		1181
Legal Decision Affecting Labour		1184
Canadian Association, Administrators of Labour Legislation ..		1187
United Kingdom Factories Act, 1959		1188
Unemployment Insurance:		
Monthly Report on Operation		1190
Decisions of the Umpire		1191
Labour Conditions in Federal Government Contracts		1194
Prices and the Cost of Living		1200
Publications Recently Received in Department's Library		1202
Labour Statistics		1208

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

Employment fell off between September and October, but not as much as usual at this time of the year. Allowing for average seasonal change, employment in October was somewhat higher than in September, a continuation of the irregular upward movement that has been evident since the beginning of the year. The margin over last year was maintained at about 3 per cent, with gains in all regions and in most industries.

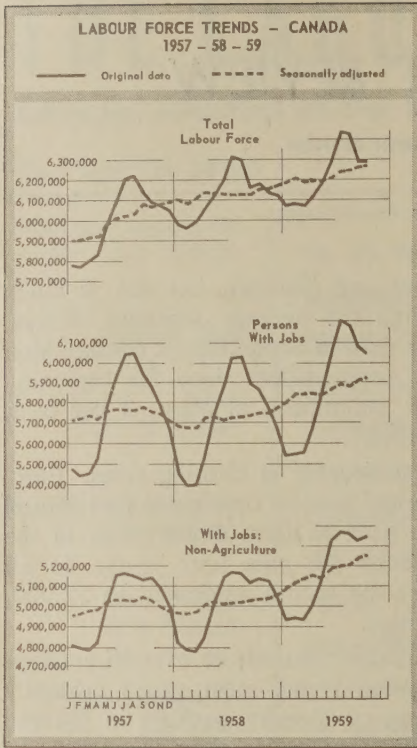
During the month activity fell off most noticeably in farming areas. Early snowfall in the Prairie Provinces badly disrupted harvest operations and caused a considerable crop loss. However, the cut-back in farm employment in the region was about the same as the average of the past four years. In all regions the decline in farm employment over the month amounted to 52,000, which again was close to the four-year average.

Increased labour demands in other industries reduced the over-all employment decline. The main strength was in retail trade, most stores evidently anticipating a heavy Christmas trade. Hiring of forestry workers in Quebec and northern Ontario was also considerably more active than last year. In non-farm industries as a whole the margin over last year was a substantial 4.3 per cent.

Since mid-year the growth of the labour force (seasonal variations apart) has picked up slightly after having been fairly stable during the first six months. The year-to-year increase over the most recent four-month period has equalled the long-term average of 2 per cent. The main factor in the recent rise in the growth rate appears to be that the number of young people reaching working age is increasing more rapidly than in the recent past. Of the entire working-age population, the proportion participating in the labour force did not change significantly during this period. Nor has immigration made any significant contribution to the labour force in this period: in the third quarter the number of arrivals was down to 28,000, the lowest third-quarter total since 1955.

The latter half of the month was featured by a slackening in automobile production brought about by the U.S. steel strike and the resulting shortages of imported steel components. In all, layoffs attributable directly or indirectly to the steel strike amounted to more than 12,000 workers. These layoffs were not reflected in the October labour force estimates but will likely show up in the November figures.

Unemployment increased moderately between September and October, layoffs in Ontario contributing to a somewhat accelerated rise towards the end of the month. As measured by the number of those "without jobs and seeking work," unemployment at mid-month totalled 237,000, up 24,000 over the month but 76,000 less than last year. The numbers on temporary layoff and on short time were down slightly from a year ago. The average duration was



about the same as last year: of those without jobs in October, 90,000 had been seeking work for less than one month, 87,000 from one to three months and 60,000 for four months or more.

NES Operations Reflect Demand for Workers

The strengthening demand for labour this year has been reflected in the placement operations of the National Employment Service. This year, vacancies reported by employers were from 12 to 35 per cent above the corresponding monthly totals of 1958. The greatest relative increases occurred in August and September; in October there was a drop, although the total was still well ahead of a year earlier. As a consequence of the increase in vacancies reported, the number of vacancies not filled and remaining on file was also higher than in 1958.

At the end of October the industry providing the biggest year-to-year increase in employment opportunities was forestry, the number of workers still required being several times last year's low figure. Transportation and construction vacancies were up about 80 and 65 per cent respectively. Mining, manufacturing, and trade vacancies on file increased in the 12-month period by roughly 50 per cent, which percentage was near the national average for all industries. The increase in services amounted to about 30 per cent, while agricultural vacancies showed a small drop from last year.

At the end of October, Quebec and the Pacific region, where forestry is relatively important, registered the largest increases over the 1958 vacancies on file, with changes amounting to about 90 per cent and 50 per cent respectively. The Prairie, Ontario and Atlantic regions followed in that order with increases of 30 to 40 per cent.

Industrial, Regional Developments since 1957

A review of past changes in employment reveals a considerable difference in the impact of the recession on various industrial and geographic sectors of the country. Most noticeable is the disproportionate growth in the service industry in the Prairie region, and in the number of women with jobs. This is not too readily apparent in comparison with last year but is clearly revealed when present employment levels are compared with those of two years ago (*see table*).

During the past year, recovery has been concentrated in the goods-producing industries. Within this group, production and employment gains have been fairly widespread. Of the 17 major industries that make up the

index of manufacturing production, only four failed to show higher levels of output in August than at the turn of the year and, in one of these, the decline reflected the industrial dispute on the West Coast rather than any slackening in demand. In goods-producing industries other than manufacturing, coal mining was about the only major industry to suffer a serious setback. In the remainder, production and employment are currently higher or only slightly lower than a year ago. Forestry and construction have both made notable gains over the year.

Employment Changes 1957-1959*

	October, 1957 000's	October, 1959 000's	Change 000's
Total	5,880	6,053	+173
Non-Agricultural Industries	5,137	5,355	+218
Agriculture	743	698	— 45
Manufacturing	1,518	1,543	+ 25
Construction	503	503	—
Trade	919	975	+ 56
Services	1,223	1,367	+144
Male	4,440	4,504	+ 64
Female	1,440	1,549	+109
Atlantic	529	530	+ 1
Quebec	1,620	1,673	+ 53
Ontario	2,186	2,242	+ 56
Prairie	1,024	1,065	+ 41
Pacific	521	543	+ 22

*DBS Labour Force Survey.

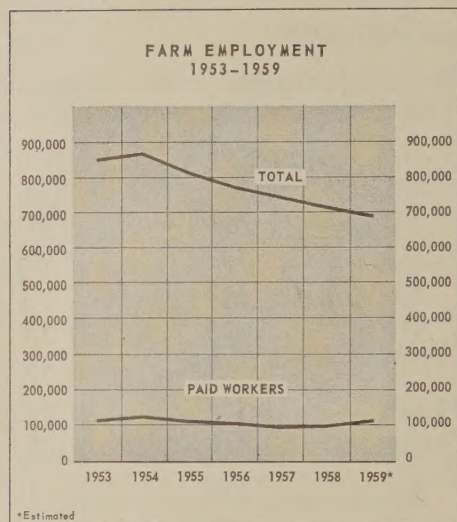
The importance of the trade and service industries in maintaining the total demand for labour during the recession is clearly illustrated by comparing current employment with that of two years ago. Since 1957 employment in these two industries has expanded by 6 per cent and 12 per cent respectively, and has accounted for 200,000 of the net employment increase of 218,000 in non-farm industries. In the rapidly expanding service industry, about four fifths of the gain has been in community service and government.

Over the two-year period, women's employment has grown by 8 per cent, compared with an increase of a little over 1 per cent for males. This reflects, to a large extent, the rapid growth of services and trade, since these industries employ a relatively high proportion of female workers.

The four western provinces have enjoyed the greatest relative employment expansion. In the Prairie region, which was only mildly affected by the recession, the gains have been particularly impressive. Moreover, the shift from farm to non-farm industries has been more marked in this region than in any other. A comparison of *non-farm* employment over the past two years shows that the Prairie region has increased by 10 per cent, the Quebec and Pacific regions by 4 per cent, Ontario by 3 per cent and the Atlantic region by 1 per cent.

The recovery of the past year, particularly in manufacturing, has had a marked impact in Ontario and Quebec, boosting employment levels above their 1957 levels by margins of 2 to 3 per cent. In the Atlantic region, however, the additional demands of the past year have been just strong enough to recoup the employment losses of last year.

Farm Labour Employment in 1959



Employment in primary agriculture continued to decline in 1959, but the rate of decline was much slower than it has been in any year since 1955. From January to October this year the number of persons with jobs in agriculture averaged 706,000, compared with 726,000 for the same ten months in 1958 and 758,000 during the comparable period of 1957. On a percentage basis the decline between 1958 and 1959 has averaged only 2.8 per cent, compared with a 4.2 per cent decline between 1957 and 1958.

Although the numbers of self-employed farm operators and unpaid family workers continued to decline, there has been a noticeable increase

in the number of paid workers employed in agriculture this year. During the first nine months of 1959 there was an average of 113,000 paid workers on farms in Canada, compared with an average of 100,000 during the same period of 1958. On a regional basis, the increase in paid farm workers was largest in Quebec but, except for the Maritime Provinces, there was some increase in the other regions as well.

One of the interesting features of farm employment in 1958 was the increase in female workers over the number employed in other recent years. This trend was reversed in 1959. During the first ten months of 1959 the number of women with jobs in agriculture declined to 51,000 from the average of 55,000 for the same period of 1958. Despite this decline, however, the number of female workers remained higher than it has been in other years since 1953.

During the first six months of 1959, net income of farm operators from farm production was \$177 million, compared with \$143 million for the same period of 1958. The gain in net income was largely due to higher cash returns from sales of flaxseed, tobacco, barley, hogs, poultry meat and dairy products, and larger Canadian Wheat Board payments on previous years' grain crops. In addition, farmers in the Prairie Provinces had higher receipts than during the first six months of 1958, under the provisions of the Prairie Farm Assistance Act and the Western Grain Producers' Acreage Payments.

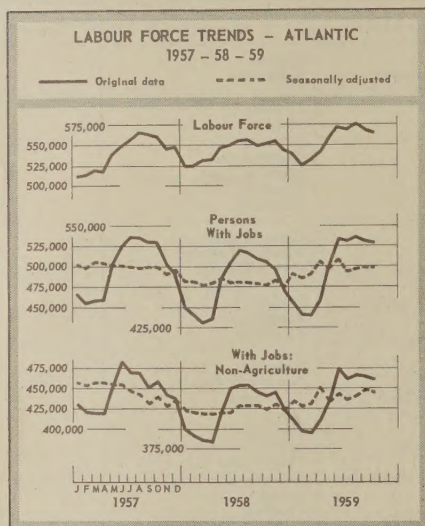
CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Vancouver- New Westminster Windsor	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Quebec-Levis St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)		Brantford Cornwall JOLIETTE ← Lac St. Jean New Glasgow Oshawa Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke TROIS RIVIERES ← Victoria	Corner Brook Farnham-Granby Fort William- Port Arthur Guelph Kingston Kitchener London Moncton Niagara Peninsula Saint John Sarnia Sudbury Sydney Timmins-Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie THETFORD- MEGANTIC- ST. GEORGES ←	Brandon Chatham Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Brampton BRIDGEWATER ← Newcastle OKANAGAN VALLEY ← PORTAGE LA PRAIRIE ← Prince George PRINCE RUPERT RIMOUSKI ← STE. AGATHE- ST. JEROME ← St. Hyacinthe ST. JEAN ST. STEPHEN SOREL Valleyfield VICTORIAVILLE ←	Bathurst Beauharnois Belleville-Trenton Bracebridge Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Fredericton Galt Gaspé Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St. Thérèse Lindsay Listowel Medicine Hat Montmagny North Bay Owen Sound Pembroke Quebec North Shore St. Thomas Sault Ste. Marie Simcoe Stratford Summerside Swift Current Trail-Nelson Truro Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover.

Employment Situation in Local Areas

ATLANTIC



Employment in the Atlantic region remained stable during October. An estimated 530,000 persons had jobs, 25,000 more than a year before. The construction industry showed continuing strength, resulting in a strong demand for skilled tradesmen in all parts of the region. The most significant development in manufacturing during the month was the rising trend of production in the iron and steel products industry. At the Sydney steel plant production rose to 85 per cent of capacity, bringing about an increase in employment; altogether some 350 workers have been recalled at this plant since the beginning of the year.

Increased construction activity was the dominant factor in the year-to-year

employment expansion. In all four provinces in the region the construction industry was more active than in the previous year. There was an improvement in residential and non-residential construction alike. In contrast to other parts of Canada, the number of housing units started has remained ahead of last year.

Manufacturing employment in the region was slightly higher than last year, with pulp and paper mills, saw and planing mills showing the largest gains. Employment in the iron and steel industry was close to last year's level but well below the pre-recession peak. Shipyard activity was considerably lower than a year ago.

The trade, service and distributive industries expanded over the year in all four provinces. Employment in forestry also showed some improvement, although it was still well below the 1956-58 average. Coal mining employment showed a sizable year-to-year decline; at latest report it was 11 per cent lower than last year.

Unemployment in the region was sharply lower than last year in almost all areas. Only two areas were reclassified during the month, both to a category denoting higher unemployment. At the end of October, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (2); in moderate surplus, 4 (14); in balance, 17 (5).

Local Area Developments

St. John's (metropolitan) remained in Group 3. Employment was maintained at a high level in this area. The construction industry was buoyant, registering a year-to-year employment gain of 45 per cent. The outlook in mining improved following the recent announcement that no further production cutbacks would be made at the Bell Island mines during the balance of the year; these ore

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1959	October 1958	October 1959	October 1958	October 1959	October 1958	October 1959	October 1958
Metropolitan.....	—	1	2	5	10	6	—	—
Major Industrial.....	—	1	12	21	14	4	—	—
Major Agricultural.....	—	—	2	3	12	11	—	—
Minor.....	—	2	15	33	43	23	—	—
Total.....	—	4	31	62	79	44	—	—

mines have been experiencing a series of shutdowns since mid-1958. Total industrial employment was about 10 per cent higher than a year before. Unemployment in October was markedly lower than last year; registrations at the NES office were down more than one-third.

Halifax (metropolitan) remained in Group 3. The employment situation changed little during October. Job opportunities were more plentiful than a year before in almost all industries. Shipbuilding was an exception; the work force was only 60 per cent of the year-earlier figure. The most marked improvement over the year occurred in construction. As a result of the high level of construction activity, shortages of certain skilled tradesmen have developed during the past few months; plasterers, bricklayers and stone masons, in particular, were scarce.

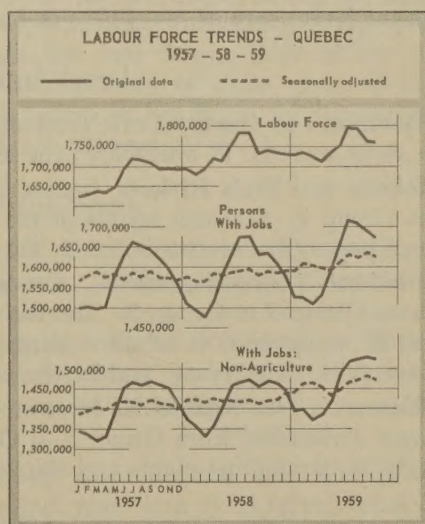
Bridgewater and Woodstock (minor) were reclassified from Group 3 to Group 2.

QUEBEC

Employment declined seasonally in the Quebec region between September and October. In October, the number of persons with jobs was estimated at 1,673,000, some 18,000 fewer than in September but 38,000 more than a year earlier.

Two thirds of the decline in October occurred in farm employment; the amount of the decrease was about the same as the previous three-year average for this month.

Employment in non-farm industries in Quebec increased by some 54,000 or about 3.7 per cent over the year, compared with the 4.3 per cent increase for Canada as a whole. Almost all industries in the region contributed to this increase.



In the mining industry, the iron ore sector was the biggest contributor to the rise in employment. Iron ore shipments during the first nine months of the year from mines in Quebec totalled 8.3 million tons compared with 4.5

million tons a year ago, an increase of 84 per cent. In asbestos mining, production and employment have also been maintained at a higher level than last year.

Employment in forest industries continued to increase seasonally and was at a markedly higher level than a year ago; layoffs in sawmills were more than offset by new hirings in pulpwood logging.

Total construction employment continued at a slightly lower level than a year earlier, although well maintained for this time of the year. Residential building, which was lower than a year ago during the late summer months, showed a non-seasonal increase in October. Recent starts of several large projects helped to maintain a high level of activity in non-residential construction. In the Lac St. Jean district work is being resumed, after a delay of two years, on a \$20 million project to divert the Onestagan River to feed the Chute des Passes reservoir. Work started also at the new hydro electric project on the Ottawa River. At Sorel, commercial and industrial projects underway amounted to about \$30 million.

Employment in manufacturing remained at a higher level than last year, with increased activity in nearly all of its components. There were the customary staff reductions for this time of the year in secondary textile plants, the leather industry and the shipyards. The Aluminum Company of Canada at Arvida reopened a pot-line at an aluminum smelter and recalled 125 employees.

Production was well maintained in the pulp and paper industry. Newsprint shipments to all markets in the January-September period were 4.7 per cent higher than in the same period in 1958. The increase in production, however, was not reflected in an equal gain in employment; at latest report employment in the industry was only 1 per cent higher than a year earlier.

Unemployment increased moderately in the region but was well below the level of the previous year. At the end of October, the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 14 (19); in balance, 10 (4).

Local Area Developments

Montreal and Quebec-Levis (metropolitan) remained in Group 3. There was a slight increase in unemployment in both areas due to seasonal factors.

Joliette and Trois Rivières (major industrial) were reclassified from Group 3 to Group 2. Seasonal layoffs in the construction industry and also in clothing and paper plants contributed to the reclassification.

Thetford Mines-Megantic-St. Georges (major agricultural) was reclassified from Group 3 to Group 2. The reclassification was mainly due to a temporary layoff of about 600 asbestos miners, as well as seasonal staff reductions in saw mills, dairy plants and in the construction industry.

Rimouski, Ste. Agathe-St. Jerome, St. Jean, Sorel and Victoriaville (minor) were reclassified from Group 3 to Group 2. Seasonal declines in construction activity, in clothing plants and shipyards were the main contributing factors.

ONTARIO

Employment in Ontario was estimated at 2,242,000 in October, up 17,000 from September and 76,000 from a year earlier. The increase during the month was entirely in non-farm industries, more than offsetting a small

decline in farm employment. Most of the gain was in women's employment, reportedly because of a brisk demand for retail sales help, and a later-than-usual processing period for fruits and vegetables in some districts.

Employment in the region was 3½ per cent higher than last year, with increases in almost all industries. The increase from October 1957 was 2.5 per cent, and occurred mainly in trade, finance, and services. Among the goods-producing industries, the only substantial margin over 1957 was in the mining industry (mainly uranium mining) and in the production of iron and steel products (mainly because of a recovery in agricultural implements).

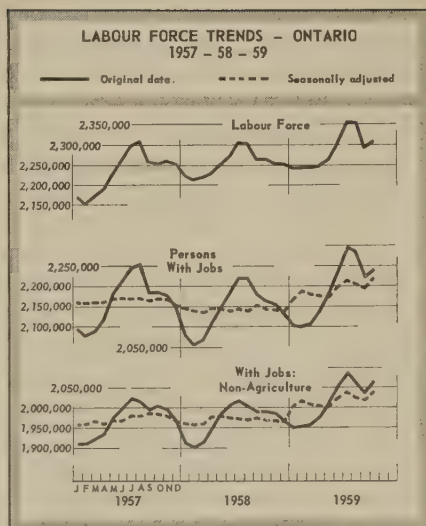
The transportation equipment industry group remained at a lower level than last year, the latest reported figures indicating a gap of 17 per cent. The loss in jobs was mostly in aircraft manufacturing and, to a smaller extent, in the manufacture of railway rolling stock. The automobile industry was employing more workers than last year, although not as many more as the gain in output (one-third in October) would indicate. Operations fell off towards the end of the month as a result of the U.S. steel strike; layoffs attributable directly or indirectly to steel shortages amounted in late October and early November to about 11,000 workers. Most of the workers released were in Oshawa and in the Niagara Peninsula.

Apart from these centres, slackening in activity was confined mainly to agricultural areas. In the northern parts of the province, labour demand was generally more buoyant than last year, particularly in forestry. Altogether, unemployment was considerably lower than last year in one third of the 34 labour market areas of the region. The classification of these areas at the end of October was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 7 (18); in balance, 27 (15).

Local Area Developments

Toronto (metropolitan) remained in Group 3. Employment was slightly higher than last year in all industries except aircraft, clothing, and public utilities operations. In Weston, where most of the aircraft workers are located, unemployment was still much higher than a year ago. In most other parts of the area, hiring held up well for the time of year and staffs generally were reported to be higher than a year earlier. Registrations at all NES offices in the area were 9 per cent lower than last year.

Windsor (metropolitan) remained in Group 2. Industrial employment in August was up more than 10 per cent over last year, with gains in auto manufacturing, fruit and vegetable manufacturing and iron and steel products. Unemployment was lower than at any corresponding period in the past four years; registrations were only a little more than two thirds of the year-earlier total.

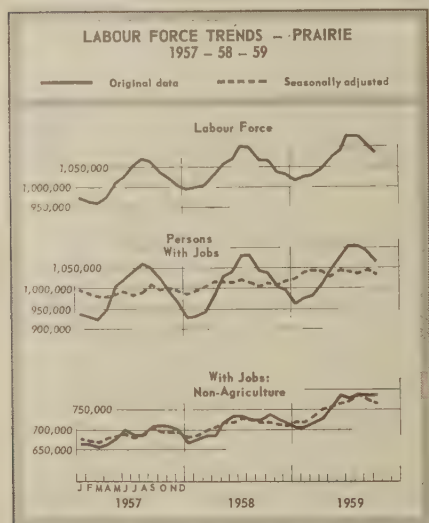


Hamilton (metropolitan) remained in Group 3. Steel production continued at capacity levels, and plans for immediate expansion were announced during the month. Total employment in the area has advanced steadily through the year, in spite of a drop in the number employed in clothing and textiles. Upon completion of an order for railway box cars, National Steel Car Corporation started a progressive release of 750 workers at the month-end. Unemployment in October was a little higher than in September and much lower, of course, than a year ago, when the steel strike was on.

Oshawa (major industrial) remained in Group 2. A shortage of imported steel resulted in a layoff of some 8,000 workers at the end of the month. Apart from this temporary hold-up in production, the employment picture in the area is far brighter than last year. Unemployment was down to less than half the year-earlier figure. There were reported shortages of engineers, and skilled tradesmen in automobile manufacturing and other industries.

Niagara Peninsula (major industrial) remained in Group 3. Two thousand workers were released by McKinnon Industries Ltd. at the month-end because of the U.S. steel strike, and another 600 were scheduled to be laid off early in November. Before these layoffs, employment in the area was well above the year-earlier figure, in spite of a marked drop in construction.

PRAIRIE



Extremely wet weather continued from September through October in the Prairie Provinces. Several snowstorms diminished prospects of harvesting the substantial part of the crop still on the ground and more of the farm labour force was released. These layoffs, roughly equal to the usual after-harvest changes in October, brought the estimate of job holders in the region down by 26,000 to 1,065,000. Non-farm employment held steady from the month before and was 45,000 higher than in October 1958.

Non-agricultural employment was sustained by buoyancy in manufacturing and construction; the seasonal declines in these industries did not appear as early as usual this year. They held near

the record employment level of August, when manufacturing was higher by 5 per cent over 1958 and by 3 per cent over 1957; construction showed a gain of 12 per cent over 1958 and 17 per cent over 1957.

The movement of oil drilling rigs was restricted in some parts of the region by soft ground. Although the number of rigs in operation was up by 15 per cent from the same time last year and by 5 per cent from last month, exploration crews were down by one-third over the year and by 10 per cent from mid-summer.

In the irrigated area of southern Alberta, the harvesting of sugar beets and other crops proceeded through the month in spite of bad weather, and canneries were nearing completion of their schedules, having been in full operation since the middle of August. The sugar beet factories were employing about three times the normal complement of workers.

Unemployment began its seasonal increase during the month, with the largest relative changes in smaller centres mainly dependent on agriculture. In larger centres also, unemployment increased as a result of a movement of men from farms to look for work, chiefly in construction and forestry. One labour market area was reclassified from the balanced to the moderate labour surplus category. At the end of October the classification of the 20 areas was as follows (last year's figures in brackets): in moderate surplus, 1 (4); in balance, 19 (16).

Local Area Developments

Calgary and Edmonton (metropolitan) remained in Group 3. Manufacturers, particularly of clothing, experienced high levels of activity, with employment in the industry almost 10 per cent higher than a year earlier in both centres. Iron and steel plants were generally busy except for some producers of specialized products. Bad roads temporarily affected some saw and planer mills. Inland water transportation in the north ceased for the winter, many of the men laid off being absorbed into work such as logging and wood cutting.

Winnipeg (metropolitan) remained in Group 3. Employment in smaller manufacturing concerns was stronger than usual in October. Minor shortages of steel occurred; the end of seasonal production in some of the needle trades reduced slightly the demand for workers. In the north, men were being laid off at Kelsey as the large hydro project neared completion but a heavy construction schedule is expected to be maintained through the winter at Thompson.

Fort William-Port Arthur (major industrial) remained in Group 3. Layoffs continued at the bus and aircraft plant. Grain elevators hired some men; prairie crop losses were not expected to have any immediate effect. Roughly double last year's totals of iron ore were mined and shipped through the Lakehead this year to the end of October.

Saskatoon (major agricultural) remained in Group 3. Earth moving operations at the dam on the South Saskatchewan River ended in October but other construction is to continue through the winter. Longshoremen and other workers returned from Churchill at the end of a record navigation season.

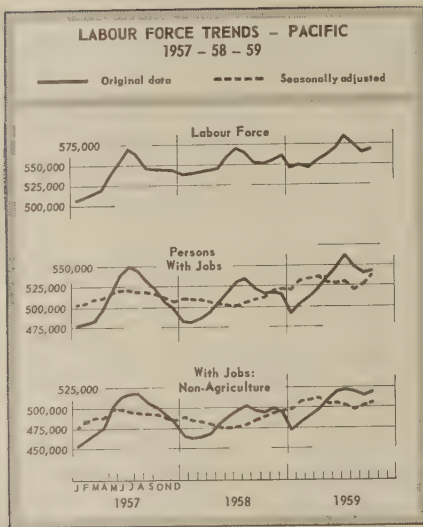
Portage la Prairie (minor) was reclassified from Group 3 to Group 2. Very heavy snow caused a marked decline in employment in agriculture and construction.

PACIFIC

Employment was relatively stable in the Pacific region during October. Non-agricultural industries accounted for virtually all of the 26,000 increase from October 1958, which brought the employment total to 543,000. Over the month the number of farm workers declined slightly but this decrease was offset by a gain in other industries as the settlement in mid-September of the coastal lumber workers' strike continued to add buoyancy to economic activity.

Vegetable and apple picking neared completion at the end of the month. Wet weather caused delays in the gathering of hay crops for stock ranches, especially in the northern part of the region, and some spoilage occurred. Salmon, herring, and other fishing catches were generally good.

The backlog of demand for lumber resulting from the mid-summer strike in logging, sawmilling, shingle production and plywood manufacturing kept these industries at high employment levels through the month. Sawyers for shingle



mills and riggers were in short supply. Some weakening in lumber prices was evident, but this had no visible effect on the demand for workers.

In manufacturing other than saw-milling and plywood production some opposing trends were evident. Demand for pulp and paper was higher in October, and fish, vegetable, and fruit processing plants were busy until late in the month, when some layoffs occurred. Some garment manufacturers experienced difficulty in locating sufficient trained personnel to meet heavy production schedules and makers of laminated wood products and furniture were at top capacity filling orders that had accumulated earlier. Aluminum production

at Kitimat increased, resulting in some movement of workers from other parts of the region. The favourable employment levels in machine shops supplying equipment for the lumbering industry continued from the month before, but some layoffs took place in plants serving the shipbuilding industry and where work was being completed on steel for some large projects such as the Second Narrows bridge. Minor production difficulties also developed as a result of the steel strike in the United States. Further layoffs took place in shipyards, where repair work accounted for most of the business on hand.

The mining of coal and iron for export to Japan increased. In oil drilling, the number of rigs in operation was well up from a year earlier. Construction was at a favourable seasonal level in spite of wet weather and some decline recently in housing starts. More than 500 men were employed at the site of a pulp mill under construction near Castlegar.

Two labour market areas were reclassified during the month into categories of increased unemployment. At the end of October the 11 area classifications were as follows (last year's figures in brackets): in moderate surplus, 5 (7); in balance, 6 (4).

Local Area Developments

Vancouver-New Westminster (metropolitan) and **Victoria** (major industrial) remained in Group 2. Layoffs took place in shipyards and in catering establishments but generally industrial employment remained firm. There was some drift of workers from farms to look for winter work. Coastal ferries reduced staff on change-over to winter schedules. Terminal elevators rehired employees laid off during the summer as grain began to arrive in quantity.

Okanagan Valley (minor) was reclassified from Group 3 to Group 2. Agricultural employment declined seasonally on completion of outdoor work, only some apple picking remaining. Lumbering was curtailed somewhat by wet weather.

Prince Rupert (minor) was reclassified from Group 3 to Group 2 due to a seasonal layoff of fish-processing plant workers. Activity in logging continued strong and there was some movement of workers to camps on the Queen Charlotte Islands.

Current Labour Statistics

(Latest available statistics as of November 15, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 17	6,290,000	0.0	+ 1.8
Persons with jobs.....	Oct. 17	6,053,000	- 0.4	+ 3.2
Agricultural.....	Oct. 17	698,000	- 6.9	- 4.3
Non-Agriculture.....	Oct. 17	5,355,000	+ 0.5	+ 4.3
Paid Workers.....	Oct. 17	4,921,000	+ 0.2	+ 4.9
Usually work 35 hours or more.....	Oct. 17	5,641,000	- 1.2	+ 3.0
At work 35 hours or more.....	Oct. 17	3,628,000 (c)	-32.5	+ 4.3 (c)
At work less than 35 hours, or not at work due to short time and turnover.....	Oct. 17	67,000	+11.7	-10.7
for other reasons.....	Oct. 17	1,932,000 (c)	+626.3	+ 1.1 (c)
Not at work due to temporary layoff....	Oct. 17	14,000	+16.7	-12.5
Usually work less than 35 hours.....	Oct. 17	412,000	+11.7	+ 7.0
Without jobs and seeking work.....	Oct. 17	237,000	+11.3	-24.3
<i>Registered for work, NES (b)</i>				
Atlantic.....	Oct. 15	26,200	+ 4.0	-20.9
Quebec.....	Oct. 15	79,300	+ 5.9	-22.6
Ontario.....	Oct. 15	96,400	+ 1.5	-22.5
Prairie.....	Oct. 15	31,900	+14.3	-17.8
Pacific.....	Oct. 15	36,900	+ 3.7	-15.8
Total, all regions.....	Oct. 15	270,700	+ 4.7	-21.0
Claimants for Unemployment Insurance benefit.....	Sept. 30	201,598	- 4.0	-28.7
Amount of benefit payments.....	Sept.	\$13,371,386	+ 1.9	-32.7
Industrial employment (1949 = 100).....	August	124.2	+ 0.9	+ 2.0
Manufacturing employment (1949 = 100).....	August	113.4	+ 1.1	+ 1.7
Immigration.....	1st9mos/59	85,355	—	-14.8
Destined to the labour force.....	1st9mos/59	43,943	—	-16.2
<i>Conciliation Services</i>				
Number of cases in progress.....				
Number of workers involved.....				
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	October	29	-12.1	-39.6
No. of workers involved.....	October	7,100	-76.4	-82.9
Duration in man days.....	October	67,012	-76.3	-92.2
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	August	\$73.46	- 0.4	+ 3.9
Average hourly earnings (mfg.).....	August	\$1.70	- 0.6	+ 3.7
Average hours worked per week (mfg.).....	August	41.0	+ 0.5	+ 1.0
Average weekly earnings (mfg.).....	August	\$69.66	- 0.4	+ 4.6
Consumer price index (av. 1949 = 100).....	October	128.0	+ 0.7	+ 1.6
Real weekly earnings (mfg. av. 1949 = 100)....	August	132.0	- 0.8	+ 3.6
Total labour income.....\$000,000	August	1,520	+ 0.8	+ 7.7
<i>Industrial Production</i>				
Total (average 1949 = 100).....	September	171.3	+ 5.8	+ 9.5
Manufacturing.....	September	153.6	+ 5.3	+ 7.9
Durables.....	September	149.0	+ 8.1	+10.6
Non-Durables.....	September	157.6	+ 3.1	+ 5.8

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover.

(b) See inside back cover.

(c) An unusually large number worked less than 35 hours because Thanksgiving Day came in the survey week.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During October, 78 major agreements covering bargaining units of 500 or more workers were in various stages of negotiation. The sole work stoppage was at the Dominion Textiles mill in Magog, where the strike called by the National Catholic Textile Federation in September continued without promise of early settlement. In addition, negotiations were due to start in November between Canadian railways and the 15 unions representing approximately 115,000 non-operating employees.

One of the major settlements during the month was reached when **Duplate Canada Limited**, manufacturers of glass for Ford, General Motors, and Chrysler, signed a general agreement with the **United Auto Workers** representing a total of 1,000 employees in the Oshawa, Oakville and Windsor plants. At each of the three plants the general agreement was modified to deal with local problems. The agreements provided an increase of 18 cents an hour over three years, made up of 6 cents an hour retroactive to September 7, 1959, plus two additional 6-cent increases effective September 6, 1960 and September 6, 1961. The company agreed to pay the current cost of the welfare program, which included insurance, hospitalization, and medical care, on the understanding that any future increase in the costs of these plans are to be borne by the employees. The vacation schedule was changed from 3 weeks after 15 years of service to 3 weeks after 13 years.

During October, the **Canadian Brotherhood of Railway, Transport, and General Workers** and the **CNR hotels** reached an agreement with the aid of a conciliation officer. Approximately 1,630 employees were affected by the 33-month agreements signed with the Bessborough Hotel, the Fort Garry Hotel, the Chateau Laurier Hotel, the Charlottetown Hotel, Jasper Park Lodge and Hotel Vancouver. Of the six hotels, only the Chateau Laurier and Hotel Vancouver had more than 500 employees and thus the other four hotels have been omitted from the monthly listing in the "Collective Bargaining Scene." Bargaining continued during the month between the same union and representatives from the Chateau Frontenac in Quebec City and the Empress Hotel in Victoria, B.C., both of which are CPR hotels.

Among the negotiations listed at the conciliation officer stage this month, those between the **Consumers Gas Company** and the **International Chemical Workers' Union** proceeded to a conciliation board at the end of October. The union reportedly asked for a 10-per-cent general wage increase. Coupled with the monetary demands was a request that the life insurance coverage, paid jointly by the company and the employees, be increased from \$3,000 to \$5,000. Furthermore, the union asked for 3 weeks paid vacation after 10 years service and 4 weeks after 20 years in lieu of the present provisions for 3 weeks after 15 years and 4 weeks after 30 years.

A major issue in the dispute was the rate of pay for company employees in Ontario areas such as Georgian Bay, Lindsay, Peterborough, and Brockville. The union contended that in a province-wide agreement all workers are entitled to Toronto rates, whereas the company's stand was that local rates should prevail.

Little progress was made during the month in negotiations for new agreements conducted in the Quebec textile industry. Post-conciliation bargaining between the **National Catholic Textile Federation** and the **Dominion Textiles Company** plants at Drummondville, Sherbrooke, and Montmorency failed to produce a mutually acceptable formula for agreement. The 1,800 members of the Magog plant continued the strike that was called during September. Meanwhile, a conciliation board was preparing a report regarding the dispute between the same company and the **United Textile Workers of America**. It was reported that officials of the Textile Federation and the United Textile Workers, both of which are certified bargaining agents for employees in the Dominion Textiles mills, met to discuss the possibility of joint action to hasten the settlement of their outstanding differences with the company.

Collective bargaining was begun by the **Textile Workers Union of America** for a new contract with the **Regent Knitting Mills** of St. Jerome, Que. In Drummondville, the same union failed to reach an agreement with **Canadian Celanese** and reportedly applied for the services of a conciliation officer. The union asked for a general wage increase of 10 cents an hour with a reduction in the work week to 40 hours without change in take-home pay. The company maintained that a general wage increase would not be justified, since all employees could be expected to receive increased incomes resulting from the proposed introduction of revised standards and methods of production, which the company claimed would materially increase productivity. The union contended that the resulting added income should be considered separately from a general wage increase. It was their view that additional profits accruing from improved productivity should be shared by both the company and its employees and insisted that a general wage increase should be provided irrespective of the over-all effects that could be expected from improved production methods.

Appearing in this review is the first of a planned series of tabulations based on major collective agreements covering bargaining units with 500 or more employees. The tabulation presented this month is a review of the wage settlements in the major agreements signed during the first half of 1959, exclusive of the construction industry and those settlements in which wages are based on piece rates only.

More than 218,000 employees were affected by 144 major agreements signed in Canada during the period under review. Nearly 65 per cent of the total were for terms of approximately two to three years, with two-year contracts predominant. The remaining 35 per cent were agreements covering a period of one year.

In nearly two thirds of the one-year settlements, increases in the base rates were from 5 cents to 9.9 cents an hour. Four major one-year agreements, two of which were in coal mining, did not provide for any wage increases. More than half of the two-year settlements granted increases in the base rate ranging from 10 cents to 19.9 cents an hour over the life of the agreements, while nearly three quarters of the major three-year agreements provided for increases in the base rates ranging from 15 cents to 30 cents an hour over the three-year period.

Of the 144 major settlements negotiated during the first six months this year, 77 were signed in manufacturing industries. These were distributed as follows: transportation equipment, 16; iron and steel products, 11; electric apparatus and supplies, 8; foods and beverages, 7; rubber products, 7; printing

and publishing, 5; wood products, 4; chemical products, 4; textiles, 3; and the remainder in the tobacco, leather products, clothing, paper products, non-ferrous metal products. non-metallic mineral products, petroleum products, and miscellaneous manufacturing industries.

There were 20 major settlements in the service industries, covering more than 23,000 employees. Of these, 11 agreements covering 15,000 workers were with municipal authorities, 5 agreements covering approximately 5,000 employees were with hospitals, and the remainder were in other areas of the service industry. Twenty of the major agreements were in the transportation, storage and communications industry. In the other industrial sectors, five major settlements were negotiated with logging firms, five with firms in the retail and wholesale business, six in public utilities, and eleven with firms engaged in mining operations.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1959

Collective agreements covering 500 or more workers concluded between January 1 and June 30, 1959. Excludes agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour [*]	Term of Agreements in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	4	17,200								
0.1— 4.9.....	6	11,400			2	2,300				
5.0— 9.9.....	32	51,700			14	16,500			2	1,300
10.0—14.9.....	5	5,400	1	800	23	28,800	2	1,800	5	7,900
15.0—19.9.....	2	1,800			14	24,300	2	1,600	6	19,400
20.0—24.9.....	1	2,100			7	10,100			7	6,200
25.0—29.9.....					2	2,400			1	700
30.0 and over.....					2	1,800			4	2,700
Total.....	50	89,600	1	800	64	86,200	4	3,400	25	38,200

^{*} Wage increases shown relate to base rates only. Data on employees covered are approximate; they include all other categories that may be covered by each settlement, in addition to those receiving base rates.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During November and December 1959 and January 1960

(Except those under negotiation in October)

Company and Location	Union
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corporation, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
L'Association des Marchands Détaillants (Section de l'Auto-Voiture) Quebec, P.Q.	CCCL-chartered local
Bristol Aircraft (western), Winnipeg, Man.	Machinists (AFL-CIO/CLC)
B.C. Electric Railway, Vancouver, B.C.	Office Empl. (AFL-CIO/CLC)
Building Suppliers, Vancouver, B.C.	Teamsters (CLC)
Cdn. Cannery, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refiners (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Industry Empl. (CCCL)
Cdn. Marconi, Montreal, Que.	Empl. Council (Ind.)
Cdn. Pacific Railway (company-wide)	Porters (AFL-CIO/CLC)
CNR, CPR, other railways (Canada-wide)	15 unions (non-operating empl.)
City of Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
City of Vancouver, B.C.	Civic Empl. (Ind.) (outside wkrs.)
City of Vancouver, B.C.	Nat. Union Pub. Empl. (CLC) (inside staff)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
De Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	R.R. & S.S. Clerks (AFL-CIO/CLC)
Firestone Tire and Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Johnson's Asbestos, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (Ind.)
Metro Board of Police Commissioners, Toronto	Metro. Police Assoc. (Ind.)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	United Electrical Wkrs. (Ind.)
Regina General Hospital, Regina, Sask.	Nat. Union Pub. Empl. (CLC)
Shipping cos. (eastern region)	Cdn. Merchant Service Guild (CLC)
Shipping cos. (eastern region)	Marine Engineers (CLC)
Shipping cos. (eastern region)	Seafarers (AFL-CIO)
Sportswear Mfrs. Guild, Toronto, Ont.	Int. Ladies Garment Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Nat. Union Pub. Service Empl. (CLC)
Toronto Transit Commission, Toronto, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During October

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC) (technicians)
Bicroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Cab cos. (various), Vancouver, B.C.	Teamsters (CLC)
Cdn. General Electric, Montreal and Quebec, Que.	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (Ind.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
City of Montreal, Que.	Police Bro. (Ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
Consolidated Denison Mines, Quirke Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)
Distillers Corp., Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
DuPont, Shawinigan Falls, Que.	Cellulose Wkrs. (Ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Bro. R.R. Transport, Gen. Wkrs. (CLC)

Company and Location	Union
Hotel Mount Royal, Montreal, Que.	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Iron Ore of Canada, Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, Halifax, N.S.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Meat cos. (various), Vancouver, B.C.	Meat Cutters (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	United Electrical Wkrs. (Ind.)
Printing Industries Council, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades (CCCL)
Regent Knitting Mills, St. Jerome, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Saskatchewan Wheat Pool, Regina, Sask.	Empl. Assoc. (Ind.)
Shawinigan Water and Power, Montreal, Que.	Empl. Assoc. (Ind.)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Thompson Products, St. Catharines, Ont.	Empl. Assoc. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Trans Canada Airlines (company-wide)	Airline Pilots (Ind.)

Conciliation Officer

L'Association Patronale du Commerce, Quebec, P.Q.	Commerce Empl. (CCCL)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cdn. Aviation Electronics, Montreal, Que.	United Electrical Wkrs. (Ind.)
Cdn. Broadcasting Corp. (company-wide)	Stage Empl., Moving Picture Operators (AFL- CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
City of Calgary, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
Communauté des Sœurs de la Charité de la Providence, Montreal, P.Q.	Services Fed. (CCCL)
Consumers Gas, Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
de Havilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
John Murdoch, St. Raymond, Que.	Cath. Union of Farmers (Ind.)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Price Bros., Kenogami, Que.	Cath. Union of Farmers (Ind.)
St. Raymond Paper, Desbiens, Que.	Cath. Union of Farmers (Ind.)
Walter M. Lowney, Montreal, Que.	Bakery Wkrs. (CLC)

Conciliation Board

Algom Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	Asbestos Wkrs. (CLC)
Canada Cement (company-wide)	Cement Wkrs. (AFL-CIO/CLC)
Canadian Industries, Millhaven, Ont.	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region)	Trainmen (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	Machinists (AFL-CIO/CLC)
Fraser cos., Cabano, Que.	Cath. Union of Farmers (Ind.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northspan Uranium Mines, Elliot Lake, Ont.	CLC-chartered local
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Crane Ltd., Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Drum- mondville, Que.	Textile Wkrs. (CCCL) (see also under Work Stoppage)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Hamilton General Hospital, Hamilton, Ont.	Nat. Union Pub. Empl. (CLC)

Arbitration

L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (female)
L'Association Patronale des Services Hospitaliers, Quebec, P.Q.	Services Fed. (CCCL) (male)

Work Stoppage

Dom. Textile, Magog, Que.	Textile Wkrs. (CCCL)
--------------------------------	----------------------

Part III—Settlements Reached During October 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC): 2-yr. agreement covering 700 empl.—5¢-an-hr. increase for the first yr. and 5¢ an hr. for the second yr. plus readjustments in some wage classifications; increase from double time to double time and a half for work performed on statutory holidays.

CDN. ACME SCREW AND GEAR, TORONTO, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement affecting 700 empl.—skilled wkrs.—11¢-an-hr. increase eff. Oct. 19, 1959; 10¢-an-hr. increase eff. June 1960 and June 1961. Day wkrs.—10¢-an-hr. eff. Oct. 19, 1959 and 8¢-an-hr. in June 1960 and June 1961. Production wkrs.—5¢-an-hr. increase Oct. 19, 1959, and 5¢ in June 1960 and 1961; 5¢-an-hr. retroactive pay for all categories calculated on the time worked from July 1, 1959 to Sept. 30, 1959.

CDN. PACIFIC AIRLINES, VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 400 empl.—3% increase retroactive to May 1, 1959; 3 wks. vacation after 12 yrs. of service (previous maximum vacation 10 days.)

CITY OF HAMILTON, ONT.—NAT. UNION PUB. EMPL. (CLC) (*civic employees*): 2-yr. agreement covering 500 empl.—3% increase retroactive to Feb. 2, 1959; 3% effective Feb. 1, 1960; all calculations to be based on the 1958 wage scale.

CONSUMERS GLASS, MONTREAL, QUE.—GLASS BOTTLE BLOWERS (AFL-CIO/CLC): 1-yr. agreement affecting 900 empl.—\$30 retroactive pay on a pro rata basis calculated on the number of hrs. worked from Sept. 1, 1959; 18¢-an-hr. increase effective Nov. 8, 1959; changes in work week and shift differential; increase in employer contribution to welfare plan.

DOM. BRIDGE, VANCOUVER, B.C.—BRIDGE, STRUCTURAL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 600 empl.—4% increase retroactive to June 16, 1959; 2% eff. Feb. 16, 1960; and 3% eff. October 16, 1960; change in shift differentials for new empl.

DONOHUE BROS., CLERMONT, QUE.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—10¢-a-day increase; rate per cord to remain at \$6.40; vacation pay increased to 3% of annual earnings (formerly 2% of annual earnings).

DUNLOP OF CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 600 empl.—7¢-an-hr. increase eff. Nov. 1959 and 7¢ eff. May 1960; 3 wks. vacation after 10 yrs. service (formerly 3 wks. after 11 yrs.).

DUPLATE CANADA, OSHAWA, ONT.—AUTO WKRS. (AFL-CIO/CLC): 3-yr. agreement covering 600 empl.—6¢-an-hr. increase retroactive to Aug. 31, 1959; 6¢ an hr. eff. Sept. 1960 and 6¢ eff. Sept. 1961; 3 wks. vacation after 13 yrs. service (formerly 3 wks. vacation after 15 yrs.).

HOTEL CHATEAU LAURIER (CNR), OTTAWA, ONT.—BRO. R.R. TRANSPORT, GEN. WKRS. (CLC): 33-mo. agreement covering over 500 empl.—5¢-an-hr. increase retroactive to June 1, 1959; 3¢ an hr. eff. May 1, 1960; 2¢ an hr. eff. April 1, 1961; 4 wks. vacation after 35 yrs. service (formerly maximum vacation was 15 days).

HOTEL VANCOUVER, (CNR & CPR), VANCOUVER, B.C.—BRO. R.R. TRANSPORT GEN. WKRS. (CLC): 33-mo. agreement covering 500 empl.—5¢-an-hr. increase retroactive to June 1959; 3¢ an hr. eff. May 1960; 2¢ an hr. eff. April 1961; improved vacation plan and some rule changes.

JOHN INGLIS, (STRACHAN AVE. PLANT) TORONTO, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 700 empl.—total 25½¢-an-hr. increase over the 3-yr. period consisting of 7¢ an hr. eff. Oct. 1959, 7¢ an hr. eff. July 1960, and 7¢ an hr. eff. Sept. 1961; 3¢-an-hr. increase toward pension fund and 1½¢ an hr. toward insurance plan.

Correction

The agreement between the Canadian Broadcasting Corporation and the National Association of Broadcast Employees and Technicians provided for a wage increase of 3 per cent, not 13 per cent as reported in the June *Labour Gazette*, page 572.

NOTES OF CURRENT INTEREST

First Interprovincial Apprenticeship Certificates Awarded

As a result of a recommendation in May 1952 by the First National Conference on Apprenticeship in Trades and Industry, called by the Department of Labour, a long-time hope that some day nation-wide standards would be developed to measure apprentices' competence has been realized. The first Interprovincial Apprenticeship Certificates ever to be awarded in Canada have recently been presented.

The certificates were awarded during the past summer in eight provinces to 367 successful apprentices in the motor vehicle repair trade. In all, 442 graduating apprentices wrote the standard examination in the trade between January and June and only 75, or 16.9 per cent of the group, failed to make the pass mark of 70 per cent.

Bear Special Seal

The certificates granted will be recognized by the eight participating provinces as a mark of proficiency in the trade. Successful apprentices receive the usual provincial certificate, to which is affixed a special red seal containing the words, "Canadian Interprovincial Standards Examination".

Between January and June all apprentices graduating in the trade in Newfoundland, Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia wrote examinations to qualify for the special certificates.

Work has already begun on the preparation of interprovincial examinations in two other trades. It is expected that the second examination, which covers the electrical trade and is being prepared by Ontario in co-operation with the other provinces, will be in general use in 1960; the third, in the plumbing trade, is being prepared by Alberta and may also be ready for use next year.

The principle of national examinations has come about as a result of years of negotiation and study.

From the 1952 meeting of the First National Conference on Apprenticeship in Trades and Industry came a recommendation that analyses be made of the various designated trades in Canada. As each trade was studied, a national committee was appointed by the Vocational Training Branch, Department of Labour, and the results of the committees' work were

referred to the provinces and other interested groups for suggestions and additions, or alterations.

The analyses contain those phases of the trade which are considered essential in all provinces, and set forth what a journeyman should be able to do and what body of information he should master to be competent in his trade. Each province is free to add any skills or knowledge peculiar to its particular area.

The analyses are being used as a basis for training programs in industry; courses of study in vocational schools, trades, institutes, etc.; a guide to foremen for on-the-job training; a basis on which experience may be evaluated; and a means of transferring apprenticeship credits from one province to another.

The value of the analyses was such that it was decided to prepare an interprovincial examination based on one of them. As a result, British Columbia's apprenticeship and vocational training officials prepared the motor vehicle repair examination. Each province reviewed it, and it was revised to meet suggested changes and accepted for use this year.

Eight of the analyses, dealing with the bricklaying, carpentry, machinists', motor vehicle repair, plastering, plumbing, sheet metal and welding trades, have been completed and are available from the Queen's Printer, Ottawa, at 50 cents per copy, except for the analysis of the machinists' trade, which costs \$2.50.

Canadian to Head Lithographers

Kenneth J. Brown of Toronto has been unanimously nominated as President of the Amalgamated Lithographers of America (AFL-CIO-CLC).

The election is held through a referendum among the members of the union's locals, but Mr. Brown's unanimous nomination at the closing session of the union's convention in September indicates that his election is assured.

Mr. Brown will succeed Francis P. Slater of San Francisco, who was named president emeritus.

J.G. McLean of Railway Firemen Will Retire at End of Year

James Guy McLean, Vice-President and Canadian Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen since 1948, retires from his dual post effective December 31.

He has been a member of the Unemployment Insurance Advisory Committee since June 19, 1952. His appointment with the Committee expires in 1961.

Mr. McLean became a locomotive fireman on the Michigan Central Railroad in 1916.

In 1952 and 1955 he was a technical adviser to the Canadian worker delegate to the International Labour Conferences at Geneva.

He will be succeeded by Arthur R. Gibbons of Edmonton, who has been Assistant Chairman of the Canadian Legislative Board of the Brotherhood since 1953.

Other officers elected to the Board were: Thomas H. Dickson of Glace Bay, N.S., Assistant Chairman of the Board; and Archibald Greer of Ottawa, Secretary-Treasurer, in succession to James Murdock, who is retiring. Elected to the Board of Directors were: A. J. Mahoney, Campbellton, N.B., Chairman; F. P. Hovorka, Kam-sack, Sask., Secretary; and D. V. McDuffe, Fort William.

The following were elected provincial vice-chairman and comprise the Executive Committee: British Columbia—J. A. Ren-nie, New Westminster; Alberta—G. E. Prowse, Jasper; Saskatchewan—C. C. Cave, Moose Jaw; Manitoba—John Joyce, Trans-cona; Ontario—J. G. Martindale, Hamilton; Quebec—P. E. Beauregard, Quebec City; New Brunswick—G. O. Trites, Moncton; Nova Scotia—F. E. Madden, Stellarton; Prince Edward Island—P. E. Doyle, Charlottetown; Newfoundland—G. P. Byrne, Corner Brook.

Active Unionist for Half Century, Sam Lawrence Dies at 80

Sam Lawrence, a President of the Hamilton Trades and Labour Council for two terms and a Mayor of Hamilton for seven years, died in Hamilton on October 24 at the age of 80 years.

Mr. Lawrence was born in England, was trained as a stonemason, later enlisted in the Coldstream Guards and served with them during the Boer War. He came to Canada in 1912, having previously served for two terms on the National Executive Board of the stonemason's union in England. On arrival in Canada he joined the Jour-

ney-men Stone Cutters' Association of North America, of which he remained a member until his death.

He held all local offices in the union, and was delegate to the Hamilton Trades and Labour Council from 1913 to 1937. He served two terms as Council President. He attended many Trades and Labour Congress conventions, and in 1948 was chosen as the TLC fraternal delegate to the British Trades Union Congress. In all, Mr. Lawrence was an active trade unionist for more than a half century.

Mr. Lawrence was an active supporter of the CCF Party, being Ontario President of the party from 1941 to 1943, when he resigned the office after being elected mayor of Hamilton. Including his two terms as mayor, he served on the Hamilton City Council for more than 30 years. He also served a three-year term as a member of the Ontario Legislature.

Govt. Again Offers to Share Cost of Winter Work in Parks

The Government has decided to repeat this year the winter works program for construction of campgrounds and picnic sites that has been carried on by federal-provincial agreement during the past two years. An announcement in late October said the program would operate from November 1959 to May 1960.

This co-operative program was first proposed to the provinces with two purposes in mind. One was to provide a source of additional employment during winter months; the second to aid the provinces in meeting the demand for campground and picnic facilities that has increased so rapidly in the past few years. The program has already provided upwards of 13,000 man-months of employment and made possible the construction or enlargement of tourist facilities at more than 500 campgrounds and picnic areas throughout Canada.

By the terms of the co-operative program the federal Government offers to pay half the cost of work undertaken by the provinces during the agreed period. The offer is made on the basis that at least half of the monies expended represent wages.

Work to the value of more than \$6 million has been carried out in nine of the ten provinces.

This program is in addition to the special co-operative program between federal and provincial governments for the construction of campsites and picnic grounds along the route of the Trans-Canada Highway, and to the Municipal Winter Work Incentive Program (L.G., Oct., p. 1012).

Terms of Winter Work Plan Sent to Provincial Premiers

As announced on September 2 by Prime Minister Diefenbaker, this year the federal Government will again share labour costs of certain municipal works that may be carried on in the period December 1959 through April 1960 (L.G., Oct., p. 1012).

The general terms of the plan for this year are similar to those for the 1958-59 program but certain minor changes have been made. The terms of the plan, as communicated to the provincial Premiers by the Minister of Labour, are as follows:

1. The Government of Canada, subject to the approval of each winter works project by the provincial government and acceptance of it by the Government of Canada, will reimburse each municipality one-half of the direct payroll costs of the municipality or its contractors or subcontractors incurred on winter works projects during the period December 1, 1959 to April 30, 1960.

2. Winter works projects, it will be understood for the purpose of this program, are those projects falling within the categories set out in subparagraph (3) below, which would not normally be undertaken during the winter months and are designed to create additional employment during this period of the year. They will include:

(a) Existing works projects which, in the absence of a winter employment program, would be discontinued during the winter months. (If it was planned to carry on work on an existing project during the winter months, the federal incentive payment would not apply. If, however, the tempo of work is stepped up to create additional employment over that which was planned during the period December 1, 1959 to April 30, 1960, the municipality could make application for the federal incentive payments, but only in connection with that portion of the work that is additional to the work originally planned for that period.)

(b) Needed public projects included in the long-range planning of the municipalities which can be undertaken this winter.

(c) Other new projects which can be planned and carried out this winter.

3. The categories of works projects to which the incentive will apply are:

(a) The construction and major improvement of municipal roads, streets, sidewalks, bridges and underpasses.

(b) The construction and major improvement of municipal water, sewage and storm sewage facilities, not including buildings.

(c) The construction and development of municipal parks and municipal playgrounds, separate or in municipal parks, but not including school playgrounds.

4. The bulk of those employed under this plan must be unemployed at the time they are hired or persons who would be unemployed in the absence of special winter works projects under this program. In this way, the employment created will benefit those most in need.

5. The facilities of the National Employment Service, where available, will be used in hiring workers to be employed on accepted projects.

6. Payments to regular and to year-round employees of the municipalities will not be included as part of the direct payroll costs

incurred on accepted winter works projects except in the case of workers with special skills, normally transferred to general municipal maintenance work during the winter months, who are required on accepted winter works projects. Regular workers in this exceptional group may be included, provided an equal number of unemployed workers be recruited in co-operation with the National Employment Service for general maintenance work to replace the workers transferred.

7. Reliance will be placed on the provincial government to ensure that going wage rates will apply on these winter works projects, and that reasonable hours of work prevail. Overtime work, except in emergencies, should be excluded.

8. Preference is to be given to those projects providing the greatest amount of employment and priority is to be given to projects in areas where winter unemployment is particularly high.

9. In the case of a province which, under the laws of that province, carries out works in a rural municipality that are of a nature normally considered to be a municipal function, such works may be included for the purposes of this program, provided that all other requirements have been met.

10. Projects to which the Government of Canada is contributing under other agreements or arrangements will not come within the scope of this program.

11. The federal incentive on accepted municipal works projects carried out within the prescribed period will apply only from the date of provincial approval or from the date of commencement of work on the project, whichever is later. Retroactive incentive payments to cover work prior to provincial approval will not be made.

The remaining terms spell out administrative arrangements for the submission of projects for approval and the auditing, certification and submission of claims for reimbursement.

Council Believes U.K. Has Escaped From Price-Wage-Price Spiral

The present stability of retail prices has enabled the United Kingdom to escape from the price-wage-price spiral and offers a valuable opportunity to consider how in future to avoid the excessive rise in money incomes that takes place when prices can readily be raised to cover costs, and that compels the use of restraints on demand such as had to be employed from 1955 onwards.

This is the opinion of the United Kingdom Council on Prices, Productivity and Incomes, expressed in its third report, a summary of which is contained in the September issue of the *Ministry of Labour Gazette*. The second report was published in August 1958 (L.G., Nov. 1958, p. 1253).

The Council, without expressing any judgment on them, sets out some proposals that have been made for restraining the rise of money pay and profits. This part of the report is summarized in the *Ministry of Labour Gazette* as follows:

The proposals reviewed by the Council can be subdivided into two main groups. The first group of proposals aims to limit the ability of employers to grant pay increases by limiting their power to raise prices to cover them; it includes (a) control of profits; (b) direct price controls; (c) establishment of a commission to investigate certain types of price increases and report its conclusions for public consideration.

The proposals in the second group aim to influence the particular decisions which lead to rises in pay and profits in individual industries, either (a) through some central co-ordinating body; or (b) by creating conditions in which the separate decisions will be more likely to conform with the national interest. Under (a) are various proposals for a conference representing employers' associations, trade unions, boards of nationalized industries and the government. This might simply exchange information and views, or it might reach conclusions about the desirable course of money incomes which could guide those concerned in individual pay negotiations. Such a conference would also be bound to discuss profit margins. Another proposal envisages a government agency with statutory powers to establish or enforce pay structures.

Under (b) are proposals for improving negotiation procedures in particular industries:

1. by restricting industry-wide bargaining to minimum rates and leaving each individual management to negotiate rates above this with the unions representing its employees;

2. by some means for automatically relating rates of pay to, e.g., productivity or profitability in particular industries;

3. by widening the terms of reference of Courts of Inquiry to enable them to take account of the effects of particular settlements on the public interest;

4. by drawing up a code of principles for the guidance of those concerned in pay settlements.

Regarding the prospects for employment, money incomes and prices, the report says that employment is unlikely to rise as much as output; and that the resulting rise in output per head means lower unit costs and offers a valuable chance to reduce prices. Real incomes would then be raised without pushing up money incomes, and the prospects of avoiding a renewal of the inflationary spiral would be improved.

The Council points out that if, in industries where productivity increases, price reductions were combined with some rise in pay and profits, there should be room for pay increases in other industries without raising the general price level.

Claims for shorter hours, it also remarks, generally have the same kind of effect in raising costs as claims for higher pay. If productivity increases, however, taking increased leisure is a natural way of realizing part of the gain.

The Council emphasizes that the country should seize the opportunity to raise output and real incomes without renewing the spiral of rising pay, profits and prices, which must end in another setback.

Mark ICFTU's 10th Anniversary At World Congress in December

The sixth world congress of the International Confederation of Free Trade Unions, to be held in Brussels from December 3 to 12, will coincide with the 10th anniversary of the founding of the ICFTU.

One of the most important items on the draft agenda for the congress is a discussion of the International Solidarity Fund. Important decisions will probably be taken with a view to ensuring that the work of building up the free trade union movement will not anywhere go by default for lack of the necessary funds.

Besides the usual report on activities since the last congress, there will be a world survey of trade union organization. This will be concerned particularly with the problem of the growing ratio of non-manual to manual workers in industrial countries, and the vast unorganized mass of plantation and agricultural workers.

Another item on the agenda will be "Free Labour and Democracy". This will cover the role of trade unions in the development of democratic institutions, the problems facing trade unions after the overthrow of dictatorships or the ending of colonial forms of government, and co-operation in developing dynamic and just economic systems on a democratic basis.

The question of the struggle for labour rights will also be discussed. "Freedom and World Peace" will be the title of another item. Finally, the congress will review action taken by the ICFTU and its affiliates to achieve a dynamic world economy. The question of foreign investment in economically under-developed countries will be included, and a report will be presented embodying the results of an inquiry that the ICFTU has been carrying out in this connection.

Today the ICFTU comprises all free trade union movements on every continent in the world, and has 137 affiliates in 95 countries. Approximately 55 million union members are represented through the organization.

Diesels Outnumber Steam Locomotives

Diesel locomotives in use on Canadian railways outnumbered steam locomotives in 1958 for the first time; the former increased to 2,799 units from 2,372 and the latter decreased to 1,960 from 2,394. Electric-powered locomotives increased to 64 from 55. Total number of all types in use at year's end was 4,823.

Annual Conventions of Provincial Federations of Labour

British Columbia Federation of Labour

The British Columbia Federation of Labour at its fourth annual convention, held in Vancouver from October 5 to 8, pledged full support for the CCF Party in the next provincial election, took steps to intensify its campaign against the new B.C. Trades-union Act, and declared itself in favour of a seven-hour day. Close to four hundred delegates attended.

Support for the CCF at the next provincial election was urged by retiring President Bill Black and CCF House Leader Hazen Argue in addresses at the opening session.

Referring to the new labour legislation passed at the latest session of the B.C. Legislature, Mr. Black told the convention that removal of the statute would come "only when we are prepared to take definite and positive political action".

For the first time, the provincial Minister of Labour was not invited to speak at the Federation's convention.

Only about fifty of the delegates voted against the proposal to establish a close link with the CCF Party in the next provincial election. The proposal included a plan to ask 120,000 union members for voluntary contributions of \$1 each for a "war chest".

The adopted report of the political education committee said that since the aim of the Canadian Labour Congress to establish a new political party in Canada could not be realized before 1961, the unions in British Columbia should work actively for the election of a CCF government.

The convention voted for an increase of 2 cents in the per capita tax to obtain another \$2,500 a month for the defence fund. The same evening the Vancouver Labour Council approved, by a vote of 130 to 116, a contribution of \$2,500 to the Federation's fund to help in the fight against the new Trades-union Act.

In speaking at the convention, Claude Jodoin, CLC President, warned the delegates that the B.C. Chamber of Commerce has made requests "for so-called right-to-work legislation".

He urged the federal Government to disallow the acts of the Newfoundland House of Assembly that had had the effect of decertifying and expelling the Woodworkers and the Teamsters from the province.

The delegates passed by 173 votes to 146 a resolution "requiring" all affiliated unions to press for a seven-hour day in their future negotiations for new agreements. Some delegates objected that this should

not be made a requirement for all affiliated unions. They said that some contracts provide for a 44-hour work week, and that the reduction to 35 hours should be made in stages.

George Mitchell, Regional Secretary of the International Woodworkers of America, one of those who opposed the measure, said the five-day, 40-hour week should be universally established in the province before an attempt was made to introduce shorter hours.

Charles Stewart, Secretary of the Street Railwaymen's Union, said that a 35-hour week was essential "in this day of automation".

A resolution approved by the convention requested the Canadian Labour Congress to establish a policy of organizing all the unemployed in districts where serious unemployment exists. Another resolution asked the Federation to set up an unemployment committee to co-ordinate activities of local unions and labour councils in organizing the unemployed "to assure that pressure be exerted on our governments to remedy the situation".

A resolution was passed that condemned union business agents who disrupt work operations because of jurisdictional disputes. The resolution, which was submitted by Local 1-252 of the IWA, said that this type of business agent has helped to spur demands for more restrictive labour legislation. It urged all paid union representatives dealing with jurisdictional questions "to seek a meeting of unions involved where the problem can be discussed in a civilized manner".

The delegates passed a resolution urging the CLC executive to hasten the process of bringing back expelled unions into the Congress. The resolution set up stiff qualifications for re-entry into the CLC and asked for a review of the charges against the expelled unions, with full reports to local unions, labour councils and federations.

A demand that the provincial Government should amend the Labour Relations Act to provide for fines of up to \$10,000 for employers who interfere with union organization was contained in another approved resolution. The motion called for a minimum fine of \$2,000 for first offences, with a maximum of \$10,000 "or one year in jail" for subsequent ones.

A resolution was passed that authorized the Federation to set up its own newspaper, the incoming executive to decide whether it should be a monthly, twice monthly or daily publication.

A bill of rights, enacted as an amendment to the British North America Act and in conformity with the United Nations Charter, was asked for in a resolution that was carried without opposition. The resolution asked for a bill that would protect the right of all workers to belong to a union of their own choosing.

A motion asking the Government of British Columbia to pay two thirds of "the objective of any and all charity drives" was referred back for further consideration. The motion said that "labouring people are least able to contribute to the campaigns".

Al Reusch, Provincial Organizer of the British Columbia Farmers Union, addressed the convention and made an appeal for a close economic tie between labour and the farmers. Farmers and the trade unions must "iron out their differences" and work out a program of co-operation, he said. He was given a standing ovation by the delegates.

In the election of officers, Bob Smeal of Victoria, Secretary of the Airline Flight Attendants Association, and a Vice-President of the Federation since its formation four years ago, was elected President by a vote of 271 to 84 over Tom McGrath of the Iron Workers union. Former President Bill Black declined to stand for re-election.

Pat O'Neal was confirmed as Secretary-Treasurer. Paddy Neale, formerly business agent for the Vancouver local of the IWA, was appointed assistant to Mr. O'Neal.

Joe Morris, IWA President, defeated William Stewart, Electrical Workers, by 287 votes to 76, for First Vice-President. Ray Haynes of the Retail, Wholesale and Department Store Union defeated Bill Stewart of the Marine Workers by 236 to 127 for the fourth vice-presidency. Russ St. Elroi of the Plumbers and Mel Kemmis of the Bakers were named vice-presidents by acclamation.

Manitoba Federation of Labour

A request for a single standard of hours and wages throughout Manitoba was at the top of the list of resolutions passed by the Manitoba Federation of Labour during its fifth annual convention, held in Winnipeg on October 17 and 18. About two hundred and fifty delegates representing 150 local unions attended.

Joseph ("Jimmy") James, in his presidential address, said that the trade union movement is essentially a human organization, "and as such it may be expected to suffer from human frailties". He pointed out, however, that those closely associated with the labour movement are making great efforts to overcome these weaknesses.

Mr. James said that those who want to restrict labour are those who stand to gain most from a weakened labour movement.

Speaking on political "education", he said that the decision union members reach as a result of the information supplied to them through the political education campaign conducted by the trade union movement would be, "in the best traditions of democracy, their affair and theirs alone". He added that whatever decision was arrived at during the convention would fully protect the right of the individual to use the ballot "as he wishes".

Referring to the "dire predictions about the effects on the Canadian economy should labour win wage increases," the President credited the wage increases that had been won with having contributed to the improvement in the economic situation since the recession.

Of the 47 resolutions submitted to the delegates, those passed included requests for:

- Compulsory checkoff of union dues, without further negotiation, once a majority of the employees in any company voted for the plan.

- Provision for all provincial labour laws to be applicable in all parts of the province.

- A stop to any electioneering, or propaganda, once the provincial labour relations board has called for a certification vote among the employees of a company.

- A permanent disability payment plan based on 75 per cent of \$4,500, assuring all workers of equal treatment, rather than payment at various rates as at present.

- An amendment to the Workmen's Compensation Act giving medical appeal rights to workmen, and giving the workmen a right to name a specialist to the appeal panel.

- Changes in the Mines Act to prohibit a man from working underground alone at any time, and a request for a three-hour waiting period before return to any shaft or drift where explosives have been used.

Besides requests for labour legislation, the Federation requested provincial and federal Governments to:

- Wipe out slum areas by contributing to the federal Government's land acquisition formula.

- Ask other governments to discontinue the testing of nuclear weapons.

- Enact a new provincial act covering nursing trainees, with pay schedules set at \$50 a month for the first six months, \$75 a month for the next six months, \$100 a month from then until graduation.

The request also asked for the elimination of tuition and examination fees.

Regarding internal union matters, the convention asked that all future contracts should contain a strengthened "right to strike" clause, and suggested that the CLC should be informed of the possibilities of organizing office workers in Winnipeg.

The formation of a public relations committee to keep the Federation's activities and achievements before the public was approved by the convention.

Joseph James was re-elected President and Peter McSheffrey, Secretary-Treasurer. Donovan Swailes was elected First Vice-President.

Alberta Federation of Labour

The Alberta Federation of Labour, at its four-day fourth annual convention which opened in Edmonton on October 21, in one of its most important actions decided to urge all affiliated unions to take an active part in the formation of a new political party. Delegates numbered 280 and represented 35,000 workers.

Unions will survive and go forward in spite of frequent attacks by various factions, F. C. Bodie, President of the Federation, said in his address to the convention. Labour, he said, has been blamed for many faults for which it was not responsible.

Although the labour movement, he said, has sometimes been termed a selfish organization, he pointed out that "our organization has helped adopt legislation in the province that has not only benefited labour, but all the people of Alberta".

Injustices to labour in Canada that required to be corrected included, he said, the establishment of unions by companies, the use by employers of legal technicalities to keep out unions that want to organize or have already organized, and discriminatory policies by companies against employees who join a union or try to form a union.

Alberta Minister of Labour Ray Reierson told the delegates that 1959 had been a banner year for labour in the province. "You have achieved your aims through bargaining and not through strikes. Although I am not outlawing strikes, they must be used as the last resort," he said.

He told the convention that his department, which has been newly formed, is not planning changes in policy.

Mr. Reierson said that Alberta now has the lowest unemployment figure for the last three years. The province's public works program, he added, will be used to avert winter unemployment.

Claude Jodoin, President of the Canadian Labour Congress, demanded that the federal Government should disallow what he termed anti-union legislation enacted last spring by the Newfoundland Legislature. As an alternative, he said that the matter should be placed before the Supreme Court of Canada.

The delegates approved actions taken by the Canadian Labour Congress in laying the groundwork of a new political party in conjunction with the CCF, farm organizations and interested persons. A resolution was passed authorizing the promotion of "educational seminars to enlighten its affiliated unions on the new political party whenever feasible and practicable".

To show disapproval of this action, 16 delegates from the Alberta Civil Service Association walked out of the meeting. They returned on the last day of the convention. In a special executive meeting towards the end of the convention, the Association decided to end its 31 years of affiliation with the Federation because of its adoption of the resolution in support of the proposed new political party.

Private employment agencies were criticized at the convention, the brunt of the attack being aimed at an agency in Edmonton that "employs people to rehire them to other industries". Delegates contended that many persons were hired for \$1.25 an hour and rented out for \$1.75 an hour. The practice, though not illegal, the Federation said, added nothing to the economy of the city.

Frank C. Bodie, former 1st Vice-President who had been appointed to serve out the term of President David L. Erickson, who resigned, was elected President. Former 2nd Vice-President William Gray was elected 1st Vice-President. Robert Scott was chosen Executive Secretary and Jack Hampson re-elected Secretary Treasurer. Other Vice-Presidents elected were Roy Jamha and Reginald Slatter.

UAW Amends Constitution, Raises Dues, Re-elects Walter Reuther

A \$2 increase in monthly dues, from \$3 to \$5, was approved by delegates to the 17th annual convention of the United Automobile Workers, held in Atlantic City during the first half of October.

The dues increase was one of seventy-eight amendments to the union's constitution adopted at the convention. Most of the changes were made necessary by the new U.S. Labour-Management Reporting and Disclosure Act (see page 1181).

When the increased dues go into effect on January 1, a special strike fund assessment of \$1 a month will be discontinued. Of the \$5 basic dues, \$1.75 will go to the international union, \$1.25 into the international strike fund and \$2 to the local union. The international's share of dues from Canadian members is returned to Canada for organizing purposes.

Emil Mazey, Secretary-Treasurer of the union, said the union's strike fund had dwindled to \$17,076,618 from its goal of \$25,000,000. The executive board wants at least to restore the fund to the total of \$40,000,000, which it reached at its highest point before recent strikes took a heavy toll.

UAW President Walter P. Reuther reiterated his support of the idea of a mammoth strike fund for the entire labour movement. He said that if the UAW could raise \$40,000,000 for its own strike fund, the entire labour movement ought to be able to raise \$500,000,000. When industry takes on part of the labour movement, Mr. Reuther said, it should realize that it is taking on the whole labour movement.

Among the constitutional amendments made necessary by the new labour reform law were those dealing with the bonding of financial officers, notice of elections, fiduciary responsibilities of officers, investing of funds, increasing of local union dues, a member's right to sue the union, and suspension of union members.

Stanley Knowles, Executive Vice-President of the Canadian Labour Congress, was one of the guest speakers at the convention. The delegates cheered Mr. Knowles' declaration that organized labour must gird for political action. He said that it would not be long before Canada had its own third party.

Walter Reuther was re-elected President by acclamation for his eighth term. He was first elected in 1946.

Emil Mazey, Secretary-Treasurer, and all other officers were re-elected also.

UMW Urges Government to Act To End Drop in Mine Employment

A number of measures for preventing a further decline in the numbers of miners employed in the Nova Scotia coal mines were recommended to Prime Minister Diefenbaker in a brief presented October 20 by a delegation representing District 26 of the United Mine Workers.

Referring to the layoff of about 3,000 miners that was being contemplated by the Dominion Steel and Coal Corporation, the brief said that such a layoff would directly affect the livelihood of some 15,000 Nova

Scotians. In the short space of 10 years the working force of the coal industry in the province had decreased from 13,500 to fewer than 8,000, the union said.

It asserted that "the contemplated layoffs must be averted at any cost or some means devised to provide for the mass exodus of 15,000 good hard-working citizens of Nova Scotia to some other part of the Dominion of Canada."

Six specific recommendations were made by the UMW delegation:

1. That the Dominion Steel and Coal Corporation be urged to provide for the opening of new collieries before considering a further contraction of the industry in the province.

2. That the company be urged to complete the mechanization and modernization of its collieries immediately. The Corporation had received the whole-hearted support of the union in its efforts to mechanize its operations. The mechanization must be complete, since partial mechanization was almost useless.

3. That the federal Government take steps to allocate to Nova Scotia coal part of the market in Canada which was now being largely supplied by the importation of 13,000,000 tons a year. This should be done "regardless of the cost to the federal treasury... not one Canadian mineworker should be idle as long as one pound of imported coal is being consumed in the Dominion of Canada".

4. That the powers of the Dominion Coal Board be extended to include the marketing of surplus Canadian coal.

5. That the federal Government should conduct an inquiry into the sale of natural gas in the province of Quebec. The companies involved in the "dumping" of natural gas into Quebec "should be forced to conform to controlled competitive practices".

6. "That the federal Government urge the provincial governments of the Atlantic Provinces to adopt measures to assure that imported oil will be taxed in order to protect the maritime coal industry."

In asking for assistance for the coal industry the union pointed out that federal assistance had been given to the natural gas industry. "When we request assistance for the coal industry we are merely asking for what is rightfully our share of the national revenue," the brief said.

R. C. Coutts was elected President of the American Train Dispatchers' Association at its 18th general assembly, defeating incumbent Joseph B. Springer. The Association has one local in Canada, located at St. Thomas, Ont.

Productivity and Employment

Marked improvement in productivity in Canada in recent decades, particularly in agriculture, and rapid gains made in late 1958 and early 1959 but same rate of gain may not be sustained, Assistant Deputy Minister tells Halifax meeting

There has been a marked improvement in productivity in Canada during recent decades, which has been shared by most industries and by most parts of the country, said Dr. George V. Haythorne, Assistant Deputy Minister of Labour, in an address to the 11th Annual Conference of Provincial Governments Trade and Industry Council, held in Halifax at the end of September. The gain has been particularly striking in agriculture.

Evidence now available suggests further rather rapid gains in both productivity and employment have taken place during 1958 and the first half of 1959, he added. Such gains are not unusual as the economy comes out of a recession, he pointed out, and the same rate of gain may not be sustained during the rest of this year and in 1960.

Output per man and per man-hour in agriculture have both been increasing at somewhat more than 5 per cent annually since 1946, which is about double the annual rate over the longer period 1926 to 1958. In the non-agricultural sector, the annual improvement since 1946 has been 1.1 per cent and over the 1926-1958 period, 1.4 per cent. Dr. Haythorne called attention to the fact that the increase in the non-agricultural sector, unlike that in agriculture, was higher over the longer period than in the postwar years.

He attributed recent productivity gains to the large demand for goods and services during and after the Second World War, the "impressive" program of capital investment in many industries, important technological advances, more highly skilled manpower, immigration, and relative stability in the economy. This latter, he said, resulted partly from government policies.

The gains in productivity have been accompanied by a steady growth in employment. Excluding governments and the military services, average annual employment has increased from 3,327,000 in 1926 to 5,291,000 in 1958, an annual growth of 1.5 per cent over the 23 years. The growth since 1946 has been 1.6 per cent.

Commenting on the apparent conflict between simultaneous gains in productivity and employment, Dr. Haythorne explained that in an industry with a given level of output, when productivity goes up, employment must go down; that, sometimes, even when output goes up employment goes

down, as has occurred "on a large scale" in Canadian agriculture; but that it was quite possible for both productivity and employment to go up, if not in the same industry, in a second or third industry as a result of increased output in the first one. As an example of this, he cited the large increase in processing, handling and distribution of farm products, which has required much more off-farm employment.

The reduction in hours of work—from 50 hours in 1926 to 40 hours in 1958 in the non-agricultural sector and from 64.5 to 54 in agriculture—has influenced both productivity and employment: improvements in productivity have enabled reductions in hours, which in turn have encouraged an increased demand for recreational and other goods and services, which in turn may have a beneficial effect on productivity and employment.

"Productivity" Defined

Dr. Haythorne began by defining "productivity". "Productivity" should not be confused with "production," he said; the former is a ratio of output to input, the latter an expression of output in absolute physical or value amounts.

"The ratio of input to output is not intended nor is it able to measure the unique contribution of any one input factor," he declared. It is an indicator of the over-all efficiency of a firm and industry or economy.

It is convenient, however, in most cases to use one input factor, usually labour, in compiling a measure of productivity change. The input factor in this case, which may be man-years, man-days or man-hours, is used in the denominator of the ratio. In other words, the ratio reads: output, say so many thousand board feet of lumber, per man-hour. Labour is generally used in compiling measurements of productivity because of its relative homogeneity and the availability of suitable data. The labour input is itself, however, often far from homogeneous, depending on levels of skill, attitudes towards work and a host of other considerations. Besides, broadly speaking, labour includes the competence of management as well as the efficiency of plant and other employees.

In using labour as the input factor, or any alternative input factor for that matter, it must be kept in mind that other input factors also contribute to the total result.

Dr. Haythorne pointed out that it was possible for output per man to go up without any accompanying economic gain. This

might happen, for example, when the added cost of new equipment more than offset any saving in labour cost.

Task of Improving Productivity

The task of improving productivity in Canada poses some difficulties because of our size and geographical location, the distribution of our resources, and our position as a trading nation, he said. Further steps that can be taken to increase productivity and employment in this country are of three categories: manpower, technological change and employer-employee relations.

Under the heading of manpower, he mentioned several measures to improve the skills of workers: stepped-up apprenticeship training, improved technical schools, and closer ties between educational institutions and in-plant training.

Personnel and industrial relations departments of some larger firms are encouraging a more efficient use of manpower and of the equipment with which men and women work. And some steps have been taken, by governments and industries, to encourage movements of workers where these are in the interests of the workers, their families, and the economy.

"There are, however, some serious road-blocks, such as pension arrangements, inadequate housing and community facilities in some cases, and numerous personnel and social attachments to existing locations, which are understandable but which need to be looked at from a broader and longer-run point of view," Dr. Haythorne pointed out.

Technological changes, including automation, and their implication were a second field that required continuous examination in all industries.

Employer-employee relations are the third area requiring close attention. He included under this heading wages, working conditions, employee morale and the general health and spirit of workers.

He said that increases in wages or reductions in hours of work do sometimes stimulate improvements in productivity by putting pressure on management to use more or better types of equipment and to organize production more efficiently to meet a higher labour cost.

Wages and Productivity

"In general, it can be said that there is a positive correlation between rising wages and rising productivity," although it cannot be stated dogmatically that one causes the other, Dr. Haythorne said. Because of other influences that may have a bearing on wages and productivity, and

because "it is desirable that benefits of increased productivity be widely shared, it is not usually sound to establish any direct mathematical relationship between productivity and wage increases.

"It can be said, though, that when money wages rise faster than productivity, prices or costs may rise; and when real wages—at least over time—rise faster than productivity, wage-earners may tend to gain at the expense of other income recipients."

It does not necessarily follow that pressures to stimulate increased productivity have a beneficial effect on the industry in question and on the economy generally, although they usually do. "Improvements in productivity, it must be remembered, are not ends in themselves...

"If the drive for productivity improvements is made, for example, through technological change without recognizing that serious human relations problems are also involved, management can expect to run into difficulties with their employees and their unions," he said.

"If unions and management, in their desire to reap the benefits of productivity improvements, act without recognizing that consumers, too, have a legitimate claim on such benefits, they are likely by their actions to limit seriously the possibilities of further productivity gains.

"If the only result of reduced hours of work in an industry is moonlighting, there can be some question both about the gains in productivity and the beneficial effect on employment.

"Similarly, if unions or management insist on outmoded working conditions or employment arrangements, this can interfere with productivity gains."

He thought it was becoming more generally accepted that it is not in the separate or joint interests of unions or management to put barriers in the way of increasing productivity. There was also a wider appreciation that their joint interests in this respect coincide with those of the community and those of the economy generally.

On the role of government in increasing productivity and employment he mentioned five types of action that governments could take: the training of industrial workers; maintaining an active interest in technological changes; undertaking or encouraging research into economic and social conditions; the provision of basic information required for intelligent decisions by industrial leaders; and encouragement to individual plants to promote productivity, and at least indirectly employment, through such means as labour-management committees.

Education and Training for the Unemployed

Chief Commissioner of UIC suggests training and upgrading education of jobless to fit them for jobs that are available but for which they are not qualified—and continuing to pay them unemployment insurance benefits while they learn

Training unemployed persons to fit them for jobs that are available but for which they are not now qualified—and paying them unemployment insurance benefits while they learn—has been suggested by Lt.-Col. J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission, as one way of reducing Canada's present "hard core" of unemployment.

The hard core—there were 270,000 unplaced applicants at the time he advanced the idea, at a conference of Prairie Region Managers of the UIC in late September—"may be the first concrete evidence of what automation is going to do to the labour force," he said.

Most of the 270,000 registered unemployed were unskilled, and many of them had less than average education, Col. Bisson pointed out. If the procedure he was proposing was carried out on a great enough scale, it would be of tremendous benefit to Canada's economy, he asserted.

In spite of "this impressive number" of job applicants, National Employment Service officers were having the greatest difficulty in filling vacancies that demand some skill, or some education, or some training. In many cases, "it turns out to be impossible to find anyone able to do the job," he said. "The job goes begging and an unemployed person remains unemployed."

He said the courses offered veterans after the last war—many ex-servicemen completed the full high school course in 12 months and then went on to do well in university—provided a precedent for the program he had in mind. Perhaps it would provide the answer to the "growing" problem of a work force that is not well enough educated to meet the needs of industry, he said.

The city of Windsor exemplified the problem, the Chief Commissioner said. During the recent recession, he recounted, layoffs were quite heavy in the automobile industry, which dominates that city's economy. This year, automobile production is again high; but in spite of this, "many of those laid off will never again work in the industry". And some of them were workers with up to 15 years of seniority.

They will never again build autos because their jobs are gone. Machines have taken over their jobs. They are, in effect, the possessors of outmoded skills, and no doubt history will categorize them with the village smithy, the old lamplighter, and many, many others.

Here Col. Bisson interjected his personal belief that automation will unquestionably be a blessing: history shows that in the long run the use of machines has meant greater variety and abundance of goods and "a fabulous increase in services and consumption of goods rather than a lessening in employment".

However, with each wave of technical advance there is a great deal of dislocation of labour—temporary but none the less painful—and he thought the National Employment Service would play a key role in lessening the dislocation of labour "that will certainly be a by-product" of increasing automation. The job of the NES was "an integral part of the Government's stated policy of maintaining the highest possible level of employment," he declared.

Automation is going to require a sharp upgrading in the education and skills of the working man, he continued. Both numerically and as a proportion of the labour force, the blue-collar worker is giving way to the white-collar worker. It was to answer the question of what is to be done about "these dislocated workers who know only one trade" that Col. Bisson put forward the idea of training and advancing the education of the unemployed.

Most of the 270,000 job-seekers registered with the NES at the time were receiving unemployment insurance benefits, he pointed out. And one of the requirements for receipt of unemployment insurance benefit is that the recipient must be available for work—if a job comes along. If a job doesn't come along, "then he must be available for employment anyway".

This "availability" concept is one that we need to look at squarely, Col. Bisson said. He suggested that its definition needed to be broadened to take account of "the situation where an employer has a job that goes begging while those registered with us for employment remain unemployed simply because they do not have the required skill, education, or experience demanded by that job."

Besides carrying on a vigorous campaign to induce young people to remain longer at school, the Commission has referred people to vocational training, has "eased the criteria for the selection of applicants for training so that an applicant may be

referred to a course despite the availability of 'suitable employment', if it is in the interest of the economy to do so.

"We have also broadened the criteria applied to training courses so that we can now approve of courses up to twelve months' duration, courses for indentured apprentices, and courses conducted on a part-time basis.

"Further, authority may now be granted to direct claimants to other courses, if such training will resolve the employment problem of the claimant and employment is assured on completion of the training," said the Chief Commissioner.

Even these measures he thought were not enough. He suggested that it might be advisable to help in improving the education of unemployed persons in cases where it was evident that more education would increase their chances of getting a job.

"If intensive five-month academic courses were established during the winter months when unemployment is at its peak, it would

be possible for us to direct towards helpful ends the energies of those who are idle and with little or no prospect of work," he said.

By continuing payment of unemployment insurance benefit to them, we would be making it economically possible for them to undertake such courses. Moreover, in conjunction with integrated correspondence courses, it would be quite possible for an earnest person to acquire full matriculation standing in two winters of intensive study. If carried out on a great enough scale, such up-grading would be of tremendous benefit to the economy of our country.

Another possibility suggested by Col. Bisson was that of on-the-job training in cases where an employer has a vacancy that the National Employment Service could not fill, but where it was sure that it had an applicant who possessed potential.

In extending the function of the NES of bringing the job and the worker together, he said, "if the end result is the transformation of idleness to productivity, perhaps we should be prepared to take on the great difficulties that would be encountered in administering such a plan."

Changes in Public Assistance Legislation, 1959

Federal and provincial enactments during 1959 dealing with general assistance, mothers' allowances, and living accommodation for the aged are described

General Assistance

A number of significant changes occurred in general assistance legislation across Canada during 1959.

The terms of the federal Unemployment Assistance Act were extended to all provinces with the signing of an agreement with Quebec on July 1, 1959, to be retroactive to July 1, 1958. The federal Government reimburses provinces which have signed agreements under the Act for 50 per cent of assistance payments made to or on behalf of needy unemployed persons, with the exception of aid under mothers' allowances legislation and certain other costs.

Four provinces made changes in their assistance legislation: Nova Scotia and Ontario amended their Acts and Saskatchewan and Manitoba introduced new Acts which involved changes in provincial and municipal responsibilities.

Nova Scotia

Nova Scotia amended Part I of the Social Assistance Act, 1958* to permit a provincial

allowance paid on behalf of a child to be extended until the child reaches the age of 18 or to the end of the school year in which he reaches 18 years, if the Director of Social Assistance considers it advisable that he continue his education.

The amendment also provides for supplementary assistance to cover the cost in whole or in part of medical services to children who are in the care of a foster parent and whose parents are dead or permanently disabled. A foster parent caring for a child who has been abandoned or is not being maintained by his parent or parents is required under the amendment to have made every reasonable effort to obtain support for the child from its parents, parent, or surviving parent before becoming eligible for an allowance.

With reference to Part II of the Act, the amendment provides that the province reimburse a municipal unit for not more than 83½ per cent of expenditures, exclusive of administration costs, for assistance provided during February, March and April 1959 to persons in need not maintained in a municipal home, nursing home or similar institution; this measure was designed

*Part I applies to certain categories of mothers or foster mothers with dependent children not covered under The Mothers' Allowance Act; aid to this group is a provincial expenditure.

to relieve the municipalities of the extra burden caused by the increase in unemployment during these months.

The Regulations under the Nova Scotia Act require municipalities to meet certain standards if they are to qualify for provincial aid. The municipal unit must grant a weekly food allowance of an amount not less than a specified minimum and, in order to qualify for reimbursement of administrative expenses, must meet certain standards of administration and personnel. The municipal unit is, for example, required to make provision for the granting of assistance through an organized welfare department, either separately or in co-operation with another municipal unit, or through a children's aid society, a branch of the Provincial Department of Public Welfare or other social agency. Also, the Director or person in charge of the welfare department of a municipal unit or of the agency administering assistance must be a full-time employee and must be a professionally trained social worker, or have education and training which the Minister of Public Welfare considers adequate to qualify him for his office.

Ontario

In Ontario the General Welfare Assistance Act, 1958 was proclaimed effective January 1, 1959 (L.G., April, p. 374). An amendment was made to the Act in 1959 under which the council of a city, town, village or township may appoint a welfare administrator without the approval of the Minister of Public Welfare, as formerly required.

The amendment also extends provisions of the Act to Indian bands, upon proclamation. An Indian band approved for purposes of the Act may, with the approval of the Minister, appoint a member of the band to act as welfare administrator. The council of the band is then required to provide assistance to those members on the reserve who are eligible for such assistance and may provide aid to other eligible persons living on the reserve, as well as supplementary allowances to recipients of governmental benefits.

Regulations under the Act gazetted February 14, 1959 (O. Reg. 12/59) add a section on residence to Regulations as revised in 1958. The date from which municipal residence is calculated has been changed from April 1, 1953 to April 1, 1956, so that a person is considered to have residence in the municipality or in the territory without municipal organization in which he last resided for a period of 12 consecutive months since April 1, 1956,

while not in receipt of assistance. These Regulations also outline the procedure to be followed by a municipality in recovering the amount of assistance given a non-resident from the municipality of residence or from the province, as the case may be.

An amendment in 1959 to the Ontario Charitable Institutions Act provides for a provincial grant to a charitable organization planning a new building, an addition to an existing building, or an acquired building to be used as a hotel for the care of transient and homeless persons. The provincial grant is paid at the rate of \$1,500 a bed for a new building or an addition, of \$450 a bed for an acquired building or, in either case, an amount equal to 30 per cent of the cost of building to the charitable organization, whichever is the lesser. Payment of the grant is contingent upon the payment to the charitable organization by the municipality in which the hostel is located of an amount equal to at least 20 per cent of the cost.

Saskatchewan

The new Social Aid Act in Saskatchewan, which became effective April 1, 1959, made several important changes in the social aid program. These include the abolition of the municipal residence requirement, a new formula for provincial-municipal sharing of costs, and the establishment of standards to be observed by the municipalities.

The only residence requirement under the new Act is that the applicant be physically present in the municipality.

Under the new formula for reimbursement, each municipality is assessed annually on a per capita basis for a relatively small portion of the total over-all cost of social aid. In explaining the new system in terms of the base year 1956-57, the Department of Social Welfare and Rehabilitation estimated this at about 7 per cent. The amount which the municipalities are required to contribute annually is computed by multiplying the per capita rate set for the year by the estimated population of the municipality; the province then reimburses the municipality for 100 per cent of the actual social aid expenditures during the year. The same system is applied to Local Improvement Districts and the Northern Administration District.

The fairly detailed standards set out in the Regulations concern the confidentiality of the circumstances of the applicant, procedure for both application and appeal, and determination of eligibility. The Regulations also set out the method of calculating the applicant's financial resources, including

the items which are to be exempt from consideration as income.

A schedule of allowances for food, rent, clothing, fuel, utilities, personal and household incidentals, and items of special need are set out in detail. Municipalities, however, may set their own rates of assistance but these must be approved by the Director of Public Assistance.

The new Act, as did the former Act, authorizes payment of mothers' allowances, and of supplemental allowances to recipients of old age security and blind persons' allowances. Each of these, as before, is a separate program and is governed by a separate set of Regulations.

Manitoba

The Manitoba Social Allowances Act, 1959, passed at the second session of the Legislature and yet to be proclaimed, repeals the Social Assistance Act and makes a number of major changes in the program. The Act distinguishes between "social allowances" to be paid and administered by the province and "indigent relief" to be administered by the municipalities.

While the formula for reimbursement by the province to the municipalities remains the same, the municipalities will, in effect, receive a substantial increase in aid from the province because of the assumption by the latter of the entire cost of assistance, including administration, for several categories of needy persons. Areas transferred to the province include aid to persons who are not able to support themselves or their dependents because of their age or because of physical or mental incapacity likely to last more than 90 days, and any supplementary aid which may be granted to persons in receipt of old age security, old age assistance, blind or disabled persons allowances. They also include certain child welfare costs which, under the previous Act, were borne in part by the municipality; the Province assumes the entire cost of maintenance for children who have been apprehended and are in the custody of the Director of Public Welfare or of a Society, and the maintenance costs of children committed to the care and custody of the Director or of a Society. In the latter case, the province is also to bear the cost of hospital care and treatment for any child not an insured person under the provincial Hospital Services Insurance Act, 1958. The province continues to be responsible for aid to persons in unorganized territory.

The municipalities remain responsible for assistance to indigent persons who cannot qualify for a provincial social allowance in the categories mentioned above.

Mothers' allowances, formerly paid under the Child Welfare Act, are now included in the Social Allowances Act (see below).

Mothers' Allowances

Amendments in mothers' allowances legislation were made during 1959 in New Brunswick, Nova Scotia and Saskatchewan and new legislation passed in Manitoba.

In New Brunswick the amendment to the Mothers' Allowances Act adds a clause to define a deserted wife as one who is living apart from husband because of his acts of cruelty, because of his refusal or neglect without sufficient cause to supply her with food, clothing and other necessities, or because of his having been guilty of adultery which has not been condoned. This definition corresponds with that of the Deserted Wives and Children Maintenance Act.

The amendment to the Nova Scotia Mothers' Allowances Act raised the maximum amount payable on behalf of disabled children of the age of 16 years or over, as defined, from \$40 to \$50 a month.

Under the Saskatchewan Social Aid Act, 1959, new Mothers' Allowances Regulations (O.C. 860/59) were introduced, effective April 1, 1959, and gazetted June 5, 1959. The major changes or additions are briefly as follows:

—The payee must be at least 18 years of age at the date of commencement of the allowance.

—An allowance may be paid for a period of not more than three months after a father ceases to be incapacitated to give him time to become readjusted to his changed status and to make plans for his re-employment.

—Allowances may be paid to either the father or to the mother, if the father is incapacitated and living at home.

—Allowances may now be paid to a deserted mother even if a court order for support has not been issued against the father and without the submission of evidence that support cannot be obtained, if the Director of Public Assistance is of the opinion that no effort should be made to obtain support from the father.

—Provided a year has elapsed since she and her husband ceased to live together, a mother separated from her husband by a separation agreement is otherwise eligible for an allowance on the same basis as a mother judicially separated, but for whom no waiting period is required; in either case evidence must be submitted that she is unable to obtain full support from her husband.

—A mother who has several children is not entitled to an allowance unless she is prepared to meet the eligibility requirement for all of her children.

—In addition to allowing a total exemption of up to \$60 a month from income for actual expenses when a mother must employ someone to look after the children while she is working, a similar exemption may now be allowed while she is taking training to enable her to become independent. An exemption up to \$1 a day per child or a total exemption up to \$60 a month may also be allowed for day care of the children outside the home.

In Manitoba, the Social Allowances Act, 1959, which is to be effective on proclamation, includes provision for allowances to needy mothers with dependent children, formerly authorized by the Child Welfare Act. Coverage is extended in a number of ways under the new Act: the age of children who may benefit has been raised from under 15 years to under 16 years or, at the discretion of the Director, over 16 years but under the age of 18 years; the period of desertion after which a mother may qualify for an allowance is reduced from four years to one year; also, allowances may now be granted to a mother whose husband has been sentenced to imprisonment for one year or more and to an unmarried mother caring for two or more of her children in her own home.

Living Accommodation for the Aged

Loans made under section 16 of the National Housing Act have been used extensively in financing low-rental housing projects for the elderly. The interest rate on long-term low-interest loans made under section 16 to limited-dividend companies providing low-rental housing was increased from 4½ per cent to 5½ per cent per annum, computed semi-annually and not in advance, through Order-in-Council 59-435 gazetted on April 22, 1959.

During their 1959 sessions the Legislatures of Quebec, Manitoba, Alberta and British Columbia passed legislation affecting accommodation for the elderly; changes in regulations were made in Nova Scotia, New Brunswick and Ontario in late 1958 or early 1959.

Nova Scotia

Standards affecting the care and accommodation of persons in municipal homes in Nova Scotia are outlined in Regulations issued in 1959 under the Social Assistance Act, 1958. Compliance with these regulations is a condition for payment of maintenance grants under the Act, which also

provides for periodic visits to municipal homes by boards of visitors.

Under the Regulations, the buildings, grounds, equipment and furnishings of all municipal homes are subject to the approval of the Minister of Public Welfare, as are plans for new homes. Minimum floor space per resident in bedrooms and sitting rooms, and minimum temperatures permissible during the day and night are specified. The regulations also govern sanitation, nutrition, admissions and record keeping. For example, all rooms must be kept clean, well ventilated and free from odours; the nutritional value of the food served must meet the requirements of Canada's Food Rules and a report concerning the food and its adequacy is to be submitted periodically to the Minister by the Provincial Nutritionist; persons requiring care in a general or mental hospital and those likely to be incorrigible or disturb other residents may not be admitted to homes.

The supervisor of a home must be a mature person with the qualifications necessary for managing it. Homes with 15 or more residents are to include among their staff a member who is a registered or practical nurse, and those with more than 15 residents must have a supervisor on duty at all times. Senior staff members are required to attend staff training sessions and conferences held periodically by the Department of Public Welfare. Each home must have a qualified medical practitioner as its physician; his duties include examination of residents on admission, treatment of any patient in need of medical care and periodic visits to the home to ascertain that adequate medical care is being given to the residents.

New Brunswick

Through Order-in-Council 58/1017 published in the New Brunswick *Royal Gazette* of January 7, 1959, Regulations issued in 1958 under the Health Act to provide for the licensing, inspection and control of private places offering accommodation for more than two aged or infirm persons have been extended to cover private nursing homes. A nursing home is defined as a home offering accommodation for more than two aged or infirm persons, with registered nurses available on a 24-hour basis.

Under a more recent amendment, Order-in-Council 59/470, gazetted on August 18, 1959, the Minister of Health and Social Services of New Brunswick may authorize the use of the third floor of a home for the accommodation of ambulatory residents if an automatic sprinkler system

approved by the Fire Marshall has been installed. Accommodation was formerly limited to first and second floors only.

Quebec

An Act to Facilitate the Establishment of Homes for the Aged was passed by the Quebec Legislature in December 1958. The Act, which was passed with a view to encouraging the establishment of homes near their own communities for aged couples who are unable to keep house for themselves through "lack of the necessary assistance," authorizes the Government to appropriate \$15 million for the construction and maintenance of homes and housing projects. The province itself may erect, furnish and maintain such accommodation, or it may enter agreements and make grants for this purpose to persons, societies and corporations.

Administration of the Act is the responsibility of the Department of Social Welfare; the Lieutenant-Governor in Council is authorized to make regulations to ensure the safety and salubrity of accommodation and the comfort of its occupants.

Ontario

In Ontario, under the Homes for the Aged Act, 1955, the basis for provincial contribution towards the cost of constructing a municipal home for unorganized territory within a territorial district has been changed by an amending Regulation, O.R.313/58, gazetted on January 10, 1959.

The provincial contribution was formerly based on the portion of costs allocated to the school sections in unorganized townships according to their assessments for school purposes. It is now based on an assessment allowance for the unorganized area, which is arrived at by multiplying the per capita assessment of the organized municipalities in the district by the population of the unorganized portion. A share of construction costs is then allocated to the unorganized area in the same proportion as its assessment allowance bears to the total assessment of the district, and is paid in full by the province.

Penalties for delay in application by municipalities for provincial maintenance grants on behalf of homes for the aged and boarding homes are also introduced in these Regulations. If application is not made within three months of the first of the month to which it relates, the provincial grant for a home for the aged is reduced from 70 per cent to 25 per cent of net operating and maintenance costs. For boarding homes the reduction is from 70 per cent of maintenance costs paid by the

municipality or \$52.50 per month, whichever is the lesser, to 25 per cent of these costs or \$18.75 per month, whichever is the lesser.

Manitoba

A new Elderly Persons Housing Act to replace a statute of the same title passed in 1956 was enacted at the second 1959 session of the Manitoba Legislature, to become operative when proclaimed.

Under this Act, grants amounting to one third of the costs of construction or acquisition and reconstruction are to be made to municipalities and non-profit or charitable organizations erecting housing units for the elderly. These grants may not exceed \$1,667 for each two-person unit and \$1,400 for single person units. Formerly they amounted to 20 per cent of costs, not to exceed \$1,000 for two-person units and \$700 for single units. A "housing unit" is defined in the Act as accommodation for one or two elderly persons, with separate kitchen and bathroom facilities.

For hostel accommodation the grant remains at one third of construction costs but the maximum has been increased from \$850 to \$1,200 per bed for the construction of a new hostel and from \$400 to \$700 per bed for the renovation, repair or acquisition and reconstruction of an existing building. A hostel is defined as accommodation in which three or more elderly persons use the kitchen and bathroom facilities or bathroom facilities only. The number of infirmary beds for which a grant is made may not exceed one fifth of the total bed capacity of a hostel.

A municipality or organization requesting a grant is now specifically required to contribute 10 per cent of the total cost of the project, or 5 per cent of construction costs plus the necessary land with the municipal services available which are required under the Regulations. Also, plans for the construction or renovation of a building must be approved by the Minister of Health and Public Welfare, and, when accommodation is provided by a charitable or non-profit organization, that organization must be approved by the Council of the municipality in which the accommodation is located.

In addition to making grants, the province may now guarantee the repayment of the principle and interest on loans made to municipalities or organizations for providing accommodation.

Under the Manitoba Act also, the income of single persons or couples may not exceed five times the rental of the assisted accommodation which they are to occupy, not including the rental value of services and

equipment supplied; formerly the income limits were the same as those under the federal Old Age Assistance Act, inclusive of assistance.

As before, occupancy is limited to persons aged 65 and over or persons of that age and their spouses, except that in cases of need, persons aged 60-64 may now be admitted with the written permission of the Minister of Health and Public Welfare.

The statute authorizes provincial licensing and inspection of hostel and housing accommodation. It also provides for the appointment of a Director of Housing and a Supervisor of Elderly Persons Housing and Institutions. Regulations may be made setting standards "for the conduct, administration, and treatment of, and in, hostels and elderly persons housing units," prescribing rentals to be charged, governing registration of residents and record keeping and prescribing the services to be available to land used for accommodation.

Alberta

In March 1959, a new Homes for the Aged Act becomes law in Alberta. The Act authorizes what are termed "master agreements" between the Minister of Public Welfare and one or more municipalities wishing to provide low-rental housing or homes for ambulatory older persons.

Under these agreements the province will bear the costs of constructing, equipping and furnishing homes or housing projects while the participating municipalities must provide and service the required land, and agree to bear the net costs of operation. (A municipality with residents in a home in which it is not participating under an agreement is nevertheless required to share any deficits arising out of the operation of the home.)

The projects are to be operated by provincially incorporated foundations. Members of a foundation are appointed by the province and by the municipalities that are parties to the master agreement, with municipal representation being limited to council members; representation of contracting municipalities on the board of directors of a foundation is as prescribed in the agreement.

Provincial grants may be made under the Act to municipalities contributing to the maintenance of elderly persons in housing projects and private or municipal homes; the amount of these grants may be determined by the Minister of Public Welfare but in no case may they exceed 80 per cent of the amount contributed by the municipality. For a grant to be paid the elderly person must have resided in the municipality receiving the grant for 12 of the 24 months previous to his admission to the home or housing project, without assistance from public funds.

While the licensing of "private" homes remains a municipal responsibility within the framework of the Home for the Aged and Infirm Act, the province may make regulations fixing licence fees, setting the form of licences and prescribing books and records to be kept by such homes. Regulations may also be made governing the appointment of directors, boards of management, officers and employees of foundations, prescribing the form and content of master agreements, governing the equipment and furnishing of homes and units built under the Act and outlining the manner of computing the cost of maintaining persons in them.

British Columbia

Through an amendment to the British Columbia Welfare Institutions Licensing Act, which provides for provincial licensing and inspection of welfare institutions, municipalities are made responsible for the investigation of applications for licences. They are to report to the Welfare Institutions Board as required by it, and perform any additional duties that it may direct by regulation, subject to the approval of the Lieutenant-Governor in Council. The provisions of the Act extend to any shelter, institution or boarding home in which food and lodging are provided, with or without charge, to two or more aged or infirm persons receiving an old age pension or some form of public assistance.

—Research and Statistics Division,
Department of National Health and Welfare.

30th Annual Meeting of the Canadian Chamber of Commerce

Adopts recommendation on employer-employee relations that urges prohibition of agreements that deny or terminate employment because of non-membership in union; calls for registration of unions, prohibition of picketing in illegal strikes

The 30th annual meeting of The Canadian Chamber of Commerce adopted a recommendation on employer-employee relations urging, among other things, prohibition of provisions in collective agreements that deny or terminate employment because an individual is not or does not remain a member of a specified union. More than seven hundred delegates were registered.

The recommendation also called for registration of trade unions; prohibition of strikes and lockouts endangering public health or safety; secret strike votes before a strike may take place; prohibition of picketing except during legal strikes and at the premises where the strike is taking place, picketing to gain certification and in jurisdictional disputes; prohibition of sym-

pathy strikes; and clear definition and prohibition of secondary boycotts.

Recommendations were also adopted concerning automation, the employment of older workers and the physically handicapped, and seasonal unemployment. A complex resolution on unemployment insurance was also approved.

At the employer-employee relations session, the theme of which was "Labour Relations and the Public Interest," three speakers discussed labour relations and the law, labour relations and the economy, and labour relations and the public. A plenary session was held to discuss the theme, "A Sound and Stable Dollar". A session dealing with international trade is not reported here.

Labour Relations and the Public Interest

The fourth plenary session of the Chamber's annual meeting was a discussion of "Labour Relations and the Public Interest". Chairman of the session was F. W. Bradshaw, Chairman of the Chamber's Labour Relations Committee.

The speakers were R. V. Hicks, QC, of Miller, Thomson, Hicks and Sedgewick, Toronto; Dr. D. E. Armstrong of Economic Research Corporation Limited, Montreal; and E. L. Harrison, Vice-President of British Columbia Packers Limited, Vancouver.

R. V. Hicks, QC

The law has not kept pace with the dynamics of industrial relations, said Mr. Hicks, who spoke on "Labour Relations and the Law". "The law has remained virtually static since unions were first granted statutory bargaining rights more than 15 years ago, despite glaring deficiencies in the light of current conditions."

He traced the development of labour relations legislation from the time when unions could not be assured of recognition by employers, through the introduction during the war of a system of compulsory collective bargaining, to the present, when the rights granted in wartime have been carried forward into existing legislation.

In a summary of the rights acquired by unions under wartime legislation, he commented that, among others, they gained the

right to organize without employer interference, to bargain for all eligible employees although when negotiating the union may no longer represent a majority of them, to force membership on employees who oppose union membership, to refuse membership and thus deprive a worker of the opportunity to work, and to strike and thus cripple or destroy an employer's business irrespective of the merits or justice of their demands.

These rights, Mr. Hicks stated, were "not only substantial but without parallel in our society".

In return for these rights, he continued, unions were required only to suspend use of the strike weapon during organizational drives, while negotiations are pending, and during the term of an agreement.

In the employers' advantage, the legislation was supposed to lend stability to business operations because of the limitations placed on strike action; "but what practical remedy does an employer have against a union which violated the law by conducting an illegal work stoppage?" he asked.

Where he has suffered loss of profits and customers due to an illegal strike, in most jurisdictions he has the option of instituting prosecution proceedings against his employees or the union, or obtaining a declaration that the union has broken the law. There is no assurance that his loss will be made good at arbitration. None of these has proved practical nor adequate to prevent costly work stoppages, let alone compensate employers for losses incurred.

This legislation bestows benefits on unions without providing commensurate responsibility, Mr. Hicks continued. He stressed the union's lack of legal status in contrast to the full legal status possessed by every employer.

One union immunity from legal responsibilities that demands special attention is the monopoly enjoyed by unions in organizing. Combines legislation prevents employers from determining what area of commerce each will occupy but our laws condone the system of assigning on an exclusive basis jurisdiction over categories of workers, he pointed out.

This system, he said, "regiments employees into predetermined patterns of organization, establishes union monopolies to the degree that they may control the distribution and cost of labour in major segments of our economy, and exerts undue influence over the cost and amount of goods and services to be marketed."

A further manifestation of "unbridled union power" mentioned by Mr. Hicks was the union concept that an employer must not operate if struck and that the right to strike carries with it the right to close the enterprise and to deny it the right to employ others or make deliveries of finished products.

Some of the more serious abuses are subject to legal restraint, he acknowledged. But how often do we hear of the launching of a criminal prosecution for trespass, use of force, or blocking access to premises, he asked.

The entire scheme of legislation must be revamped, Mr. Hicks declared, "by restoring our democratic principle of voluntary association and participation". It should include provisions for equal rights and responsibilities for unions and employers alike.

He suggested that legislation be enacted to return control of unions to rank-and-file members, to require the same responsibilities of unions as prevail for employers, to wipe out the system of assigning jurisdiction over categories of workers, and to provide for a government-conducted secret vote in all certification proceedings. "Unions should no longer be granted preferential and exclusive treatment," he asserted.

In conclusion he proposed that provisions should be made for greater protection of the individual union members; that employers should not be compelled to renew agreements with unions that no longer represent a majority of employees; that statutory conditions should be directed against abuse of trust funds, trusteeships,

and secondary boycotts; and that the law relating to picketing and secondary boycotts should be clarified.

Dr. D. E. Armstrong

Unions blame big business for inflation; big business blames the unions. But economists attribute most of the responsibility to excesses of demand, Dr. Armstrong said. "A commonsense appraisal of the history of price movement suggests that the economists' version of price increases is the correct one," he said in an address entitled "Labour Relations and the Economy".

If unions or administered prices were responsible for inflation, we should expect inflation to be a continuous process; but it is not. "I estimate that at least 90 per cent of the price increases we have had have followed—and resulted from—sharp increases in borrowing."

Dr. Armstrong said the confusion about inflation arises from the failure to distinguish between the cause of inflation and the transmission of inflation. "Because one man's price is another man's cost," he explained, "an increase in one price will very often justify or necessitate an increase in another price. Most of the instances of the 'cost-push' type of inflation that are cited are merely examples of the transmission of inflation from one industry to another."

Turning to the question of what causes some prices to begin increasing in the first place, he pointed out that the three distinct inflations since the Second World War followed three events: that war, the Korean War, and the "investment explosion" that occurred in 1956.

Once started, a price inflation takes time to work itself out, which is the reason the rise in prices that began in mid-1956 continued into part of the subsequent recession.

Because the principal type of inflation in the past has been "demand inflation" the prime responsibility for increases in prices must rest with the central governments of the world, Dr. Armstrong said.

"It is up to the government to control aggregate demand," he maintained, pointing out that taxes and monetary controls can be used, when excess demand seems imminent, to compel consumers and business to relinquish their claims on goods and manpower. "It goes without saying that the prevention of demand inflation requires a good deal of public understanding and government leadership."

Although he believed that governments must bear 90 per cent of the responsibility for past inflations, he had come to the conclusion that this country is becoming

inflation prone. "A given increase in demand is tending to produce ever larger increases in prices."

We should be able to operate our economy in high gear with an average rate of unemployment of 3 per cent without running into inflation. Yet from 1956 to 1958 our consumer prices increased 8 per cent, and during this period the average rate of unemployment was 4.7 per cent. Even during the boom year of 1956 the average level of unemployment was in excess of 3 per cent.

We know that there is a sure way to cure inflation, and that is to restrain demand. Demand is restrained by increasing taxes, reducing government expenditures, or tightening credit controls. If we had wanted a smaller price increase during the recent boom, we could have had one. It is true that some overall improvement might have been achieved if government actions had been better timed, but even with perfect timing of monetary and fiscal policy I am afraid that complete price stability could have been purchased only at the expense of substantially higher levels of unemployment.

No one favours an 8-per-cent inflation in three years but also no one favours a higher level of unemployment. This was a dilemma that could not be blamed on the government. Instead, there were five suspects: the owners of capital, the company officers responsible for pricing, unions, non-unionized workers, and professional and managerial people who are capable of influencing their own remuneration. Of the five, Dr. Armstrong believed that prime responsibility for the country's great proneness towards inflation rested jointly with unions and with professional and managerial classes able to influence their own remuneration.

"Unions can, and do, insist on wage increases that, in many cases, are unrelated to productivity changes, to the demand for their services, or to the cost of living... If we want to curb excessive demands by unions, we must operate our fiscal and monetary controls in such a way as to restrain demand and ensure that there is a high level of unemployment. In other words, unemployment is the only effective check on excessive wage demands," he declared.

Because he suspected that doctors, lawyers, accountants and corporate officers have been able to increase their fees and salaries as quickly as unions have, he thought that they must share with unions the responsibility for increasing our propensity towards inflation.

Turning to the next suspect, the price administrator, Dr. Armstrong said that our market type of economy requires that administrators maximize profits. But where excessive profits exist they bring new entrants into the industry or lead to the creation of new industries manufacturing

Regarding the new attitude by management to trade union demands, and in particular the attitude of the United States steel industry in the present dispute in the industry, Leonard Hynes, new Vice-Chairman of the Chamber's Executive Council, said that employers were not trying to avoid granting increases but, on the contrary, were trying to find ways to grant increases without raising prices. He was speaking at a press conference held by the newly elected officers of the Chamber.

substitute products and in this way keep prices down. "If the price of steel is kept too high in relation to other prices, we shall very soon be driving cars made out of aluminum."

As to the other suspects, unorganized workers and the owners of capital, "they simply lack the power to take concerted collective action to increase their rewards..."

"If we are to solve this problem of our high propensity towards inflation," Dr. Armstrong concluded, "we must be prepared to turn the spotlight of investigation on unions, professional groups, and price administrators who behave in a foolish or irresponsible manner."

We need honest research, he emphasized. Because research by business organizations into unions and union research into management groups, even if honest, is suspect, he suggested jointly sponsored research and, also, a series of Royal Commissions. "Why not, for example, a Royal Commission to investigate the most recent inflation in Canada to find out what we did wrong, and how we can prevent recurrences?"

Inflation is not a problem that will cure itself, he said. "If we want full employment and stable prices, we are going to have to devote much more time and energy to the problem than we are now doing."

E. L. Harrison

The inability of labour and management to settle their differences is often looked upon as a fight between these two parties only, with one eventual loser; but unfortunately in such cases there is a third party—the public, and the public is always a loser, said Mr. Harrison in an address entitled, "Labour Relations and the Public".

The effects of the present labour-management situation are felt by the public in many ways, he said. Besides economic losses in the form of inflation and lost employment, certain fundamental civil liberties are also in jeopardy if and when any form of compulsion is agreed to in the settlement of a labour dispute.

Regarding inflation, he deplored the tendency for labour leaders to hold the concept of the wage-cost-price relationship at

arm's length, although its existence was undeniable. "Wages are inflationary when they are not in keeping with the economic facts," Mr. Harrison said.

Often it is the monopoly power of the union that wins the increase in wages or benefits for the membership. "If monopoly in business is against the public interest, then monopoly in labour unions is equally detrimental," Mr. Harrison declared.

Certain unions, he asserted, claim a fundamental right to extract "not merely all the traffic will bear, but all that can be obtained by holding the industry in idleness until a form of ransom is paid, first by the employers and then by the public."

The use of the argument by a union that a wage demand is justified because another union has got an increase is essentially, Mr. Harrison said, "a matter of straight competition between unions, regardless of economic facts affecting an industry, or the public".

Turning to the lost employment that he said was the other major economic loss suffered by the public as a result of the present labour-management situation, he said that the demands of unions for wage increases not justified by productivity increase created unemployment in two ways. First, if the unreasonable demands were granted, the ability of industry to compete was hampered, with a resulting cutback in production and employment. Secondly, if the demands were not granted and a strike ensued, the result was again increased unemployment.

Surely unions cannot forever disregard the fact that an economy can only be sound when it has achieved reasonably full employment, and this must come before striving for ever-increasing wages for *only* those already employed. Both objectives are not capable of simultaneous accomplishment. Full employment must come first, and labour must join in striving to achieve this objective.

Another effect of strikes and unemployment, he pointed out, was to reduce the revenues of all levels of government. This was another burden that fell on the public—the taxpayer. He made the point that work stoppages come from demands for higher wages, not from proposals by employers to lower wages.

In addition to the economic ramifications arising from the current labour-management situation there was the threat to individual rights, he went on. "The feature of compulsion that is becoming more and more prevalent in union agreements" cannot be overlooked. The unions' claim that "right-to-work" laws undermine and destroy trade unionism is "a confession that unions cannot survive without compulsion".

"The fact is," he asserted, "that freedom *not to join* affords one of the easiest checks on a union leadership that is not responsible to the will of the membership and the public interest."

Passing on to the role of government in labour disputes, Mr. Harrison pointed out that it is only through the action of government that the public has a direct voice in labour-management matters. While he did not think that anyone believed industrial peace could or should be legislated, yet "government action in enacting new legislation has met with the general approval of the much-abused public, because it is basically designed to establish responsibility on the part of unions and to afford a greater measure of protection to the public interest".

Unions are no longer the underdogs they once were, and their new role demands that they act responsibly. If they did not take this role voluntarily, then the public would act through government.

In spite of the legislation that had been passed—he referred especially to British Columbia's new Trades-union Act—something more must be done, Mr. Harrison asserted. He suggested:

1. Replacement of conciliation boards by a mediator, who would try to bring about a settlement on the basis of fact rather than on the principle of compromise.

2. Compulsory arbitration in cases where the health, safety or essential needs of the public were concerned.

3. Shortening of the period between the strike vote decision and the beginning of the strike. This would mean that the decision would indicate more clearly the views of the employees affected. In order that a strike vote should clearly represent the ideas of all the employees concerned, the vote should be taken among all those employed in the operation.

"This would prevent action by a minority of employees that would be detrimental to the majority," he said.

Question Period

During the question period after the three speakers had delivered their addresses, Mr. Armstrong suggested the setting up of a Royal Commission, on the lines of the Gordon Commission, to study the whole question of inflation and unemployment.

In answer to a question whether we could achieve price stability and full employment at the same time, he said that the existence of unemployment was at present the only real check on excessive wage demands by the unions. He suggested that it would be

necessary to accept 5 to 6 per cent unemployment in order to preserve price stability. Unions would have to learn to moderate their demands if they wanted to have less unemployment, he said.

To allow wage demands to be limited by the existence of unemployment was not a satisfactory method, he agreed, but he saw no feasible alternative.

The only alternative to unemployment as a brake on wage demands, he said, was to regulate wages. By its present policy of full employment, the Government, he pointed out, was in effect guaranteeing to provide a market for all the labour that was available, and this was not feasible without control of its price.

However, he doubted the practicability of controlling wages. Unions represent more votes than employers, and for this reason any government would be inclined to lean towards the union side.

Moreover, he said, unions would not accept wage legislation unless it were accompanied by price legislation. In theory, regulating wages by authority was a good idea but he did not think it would work in practice. What constituted a fair wage could not be decided by theory. The result of trying to regulate wages, he thought, would be the development of an almost wholly planned economy.

When asked whether management should take its case direct to its employees instead of dealing through a union, Mr. Harrison thought it shouldn't as long as negotiations with the union were progressing satisfactorily. If a deadlock arises, however, he said that management should carry its case both to its employees direct and to the public.

Answering a question as to whether trade unions will accept wage reductions when economic conditions point that way, Mr. Harrison said that the advisability of reducing wages in a depression was questioned by some economists, who thought it was easier to maintain full employment if wages were inflexible downwards. Such inflexibility was not altogether bad, and might be good. He did not think, anyhow, that the unions would accept wage reductions.

Mr. Hicks agreed with a questioner that it would be a good idea for employers to co-operate with each other in fighting union demands, but he doubted whether in practice such co-operation was feasible.

Is increasing wages the way to increase purchasing power, Mr. Armstrong was asked. Under conditions of steady prices, wage increases were needed to provide the increased purchasing power required to

If Canada is successful in halting inflation, thereby ensuring a sound currency, existing cost-price patterns may well be altered with benefits to the whole country. Wage increases during periods of labour shortages and inflation are easy to grant and to obtain—the consumer pays with inflated dollars. During such periods trade unions are in a position to exert maximum economic power. But the period of easy sales and cheap money is over, at least for the present. Interest rates are high, Canadian exports are running into heavy competition even in the natural resources industries, competition is paring profit margins in the domestic market. Fortunately, the general unemployment picture is improving but acute labour shortages are past. Moreover, existing trade union policies are likely to be modified in the light of current public uneasiness over the wide economic power that unions can wield.

—D. L. Morrell, General Manager,
The Canadian Chamber of Commerce

carry off increased production, he replied. Wage increases, however, must not be excessive.

If government legislated to remove some of the rights of unions might not it also act to curtail the rights of corporations, Mr. Hicks was asked. In reply he said that the unbalance between the power of unions and that of employers was so large that such a danger was not great. Unions were so much stronger than the employers that the aim of such legislation would be merely to redress the balance, he implied.

Unions that claim the right to the whole increase in the productivity of their own members are leaving out the public, Mr. Armstrong agreed. If workers in industries where productivity increases are high are absorbing the whole of the increase in their own productivity, it is impossible to maintain a stable price level, he asserted. He argued that wage increases should not exceed the *average* increase in productivity for industry as a whole. This would leave the necessary leeway to cover wage increases in industries where there was little or no increase in productivity, such as the Civil Service.

A Sound and Stable Dollar

Theme of the meeting's second plenary session was "A Sound and Stable Dollar". The three speakers were W. T. G. Hackett, Assistant General Manager, Bank of Montreal; Dr. John J. Deutsch, Vice-Principal and Professor of Economics, Queen's University; and Dr. J. H. Smith, President, Canadian General Electric Company. Chairman of the session was D. G. Currie, Chairman of the Chamber's Economic Development Committee.

In his introductory remarks, Mr. Currie pointed out that there were two opposed ways of life, the collectivist way and the "free enterprise" system. Evidence of collectivism can be seen in Canada, he declared, "in the form of government price supports and subsidies, government-owned and operated business enterprises, union monopoly, manipulation of money".

Mr. Currie warned against one of the "most noxious" forms of collectivism: "any inordinate and unwarranted opening of the public purse strings to provide selective social benefits".

W. T. G. Hackett

Speaking on "The Erosion of the Dollar," Mr. Hackett said that for some reason, an annual "creep" of about 2 per cent in the consumer price level seems to have been accepted as inevitable. "This is an innocent looking little figure; but erosion at this rate would halve the purchasing power of the dollar in just about 35 years," which period, he said, was close to a man's working life span.

He also warned those who think that it is possible for inflation to creep that "the inflationary process has not, in the past, followed a pattern of slow, persistent erosion, and there are no really convincing grounds for believing that such will be the pattern of the future". On the contrary, inflationary forces, though they may begin to work gradually, before long "generate within themselves their own acceleration".

The choice, then, was not between a sound and stable dollar on the one hand and a gradual and beneficent inflation on the other, but between monetary stability and recurrent cycles of boom and recession.

He added that, although violent upward price pressures accompany a boom, appreciable price declines do not go along with a subsequent recession. The dominant characteristic of the postwar retail price structure has been "stickiness" on the down side, Mr. Hackett said. "Gains in productivity tend to be passed along via wage increases rather than price reductions."

John J. Deutsch

"We cannot have steeply rising government expenditures, large deficits, rapid economic expansion, easy money and a stable dollar all at the same time," said Prof. Deutsch, who spoke on "Government Spending".

He began by pointing out that at the end of the war, many governments, including Canada's, accepted responsibility for

the maintenance of high levels of employment but did not show equal concern for the maintenance of the value of money. In the past, when governments were not held responsible for the level of employment, periodic price increases were followed by decreases, with the result that there were long periods in which the value of money was relatively stable. But during the past 15 years the price rises that have taken place during periods of rapid expansion have not been offset by subsequent declines.

"The result has been a persistent erosion in the value of money—creeping inflation," he said.

Government expenditures contributed substantially to this creeping process, he continued. During recessions, governments have almost invariably intervened with massive increases in expenditure in order to help maintain employment; but the expenditures were almost never reduced, so that government spending has expanded progressively from one burst of activity to the next.

"There can be very little doubt that the persistent tendency to divert more productive resources into the hands of the government by surplus in the expenditure which are almost never reversed has had a significant effect on prices and costs," Prof. Deutsch declared.

Government actions to maintain employment have not done away with business cycles but have helped considerably to flatten them out. "This moderation of the cycle has prevented much economic waste, has facilitated more continuous growth and has greatly mitigated the scourge of chronic unemployment. These are important gains which no one would wish to lose, but, unfortunately these gains have been accompanied by a rising cost of government and by the injustices which flow from a protracted erosion in the value of savings. The danger we now face is that these disadvantages and evils will become so persistent that they will themselves be the cause of instability and unemployment."

Turning then to government actions to provide minimum levels of income and support to all citizens—"the welfare state"—Dr. Deutsch said the use of taxation to bring about re-distribution of income can have the effect of reducing the total supply of savings and of increasing total consumption. And now, in Canada, the demand for capital has far outrun the supply of savings.

"If we try to expand both welfare spending and capital investment at too rapid a rate we will have a strong inflationary bias in the system," he pointed out.

"We cannot have steeply rising government expenditures, large deficits, rapid

economic expansion, easy money and a stable dollar all at the same time," Prof. Deutsch concluded.

J. H. Smith

If manufacturing competence were the only factor in determining selling prices over the last decade they would have gone down 30 per cent, said Dr. Smith, who spoke on "The Increasing Costs of Production". In fact, retail prices have increased 55 per cent between 1946 and 1955.

Taking examples from his own industry, the President of the Canadian General Electric Company Limited said man-hours required to produce a refrigerator have been reduced by more than 40 per cent since 1952; an electric range, by more than 25 per cent. The Canadian Labour Congress, in its September 1958 issue of Labour Research, presents data showing a national productivity increase of 32 per cent between 1946 and 1955.

"If wages, taxes and per cent profits had remained constant during this period, selling prices would have dropped approximately 30 per cent as a reflection of this productivity increase," Dr. Smith declared. But instead they rose by 55 per cent.

"Despite union leadership protests to the contrary, the largest contributing factor within the control of our own economy has been the excessive increase in wages and salaries," he said. Wages, not including fringe benefits, increased 87 per cent between 1946 and 1955, he pointed out.

He went on to say that in constant dollars, the 87-per-cent wage increase was only 25 per cent, in other words, wage increases have paralleled production increases. This should not surprise, because "it is not dollars that improve our standard of living—it is increased output of the products we consume".

During the past decade, dollar wage and salary increases have been far in excess of the productivity increase and the resultant increase in selling prices "has automatically forced a depreciation of the wage dollar ...

"The Canadian economy is now suffering in loss of jobs and profit opportunities

Chamber's Officers for 1959-60

At the 30th annual meeting of The Canadian Chamber of Commerce, the following were elected to the national board of directors for 1959-60:

President: H. Gordon Love, President, "The Voice of the Prairies" Ltd., Calgary.

1st Vice-President: W. A. Scammell Case, Executive Vice-President, T. McAvity & Sons Ltd., Saint John, N.B.

2nd Vice-President: W. S. Kirkpatrick, President, Consolidated Mining & Smelting Co. of Canada Ltd., Montreal.

Chairman of Executive Council: R. H. Keefer, CBE, DSO, Vice-President, The Bell Telephone Company of Canada, Montreal.

Vice-Chairmen of Executive Council: Leonard Hynes, Vice-President, Canadian Industries Limited, Montreal; J. Douglas Gibson, General Manager, Bank of Nova Scotia, Toronto.

Honorary Treasurer: C. B. Neapole, Assistant General Manager, The Royal Bank of Canada, Montreal.

Associate Honorary Treasurer: D. B. Cruikshank, President, The Steel Equipment Company Limited, Pembroke, Ont.

resulting from the increasing flow of imports into our domestic markets and our growing inability to sell abroad because of our high selling prices."

Faced with an increased wage structure, management can meet the increased wage cost through increased efficiency, but it is not possible to meet increased wage costs this way at the same time in every industry in the country; or it can accept a reduction in profits by the amount of the wage increase, but it cannot do this without bankrupting first the industry and then the federal treasury; or it can increase the selling price of its products, and this is the choice management has been forced to take in order to stay in business, with resulting detriment to our export trade.

Management and labour alike should face the present problem realistically and allow no further deterioration of the dollar through wage and salary increases that are out of proportion, industry by industry, to the actual increase in productivity," he concluded.

Policy Declarations and Resolutions

Policy Declarations

The Chamber's policy declarations and resolutions were debated at two plenary sessions before being approved on the final afternoon of the meeting.

In its policy statement on employer-employee relations the Chamber emphasized its belief that "every individual should be free to choose and follow the vocation of

his choice regardless of his membership or non-membership in a labour union".

The statement gave support to the principle of collective bargaining and declared that "good industrial relations cannot be achieved solely by legislation". It went on to say, however, that legislation affecting labour-management relations should prohibit all strikes during the life of a collective

agreement, provide for the taking of secret strike ballots by independent parties, ensure that strikes have been authorized by a majority in the bargaining unit or operation, establish the period after a strike vote during which strike action can be taken, provide for "settlement votes" during a strike, establish clearly conditions under which picketing is lawful or unlawful, establish that unions are civilly responsible before the courts for their actions, and provide for the arbitration of disputes that endanger public health or safety.

The recommendation accompanying this policy declaration urged, among other things, prohibition of agreements that deny or terminate employment because of non-membership in a specified trade union; registration of trade unions as a condition of certification; a requirement that unions operate under prescribed by-laws that would protect the rights of their members; prohibition of picketing aimed at gaining recognition, in the case of jurisdictional disputes, and where the employer is not a party to the dispute; and prohibition of sympathy strikes and secondary boycotts.

Automation

Failure to harness automation's advantages to improve productivity "would prove fatal to the competitive position of many Canadian industries," the statement said, but the utilization of automation will continue to be a gradual process "that will permit adequate arrangements to be made for any required retraining or redeployment of the work force".

Education designed to meet the need for different skills and more engineers and technicians is of increasing importance and must receive immediate attention, the Chamber declared.

Employment of Older Workers

"The problem of the older worker must be faced if we are constantly to raise our national product, not place an unfair burden on the employed population, and enable those older competent people who wish to do so to remain in productive and useful employment," the statement said.

In a recommendation, the Chamber urged employers to recognize the skill and experience of older workers and give consideration to the suitable employment of this group to the fullest extent practicable.

Employment of the Physically Handicapped

Declaring that many jobs do not require the full capacities of an able-bodied person—"If a handicapped person still has the required capabilities, he is not handicapped in that particular job"—the Chamber, in

a recommendation, urged employers to continue to co-operate in the placing of physically handicapped persons in suitable jobs and urged employers who had not already done so to investigate the possibilities of employing physically handicapped persons.

Seasonal Unemployment

Seasonal unemployment is a recurring annual waste of manpower and, frequently, of productive capacity, the Chamber declared, recommending that employers plan their work as far as practicable to give employment during any seasonal unemployment period and to co-operate with local agencies in plans to combat seasonal unemployment.

Immigration

Believing that "Canada's expansion potential and developing economy require a continuous inflow of manpower to supplement the industrial and farm labour force," the Chamber recommended that "aggressive government action be taken to ensure a greater and more continuous flow of desirable immigrants".

Rehabilitation

The Chamber declared that a co-ordinated rehabilitation program combining physical restoration, social, psychological and vocational services is a money-saving device. Physical restoration must be aided by work assessment, counselling guidance and help in job-placement and retraining where necessary, the policy statement added.

It petitioned the federal Government to encourage and support the provinces in every way possible to develop co-ordinated rehabilitation programs that will provide the facilities necessary to bring comprehensive rehabilitation to those who can benefit.

Resolutions

A lengthy resolution on unemployment insurance was adopted.

After pointing to a decrease of almost 50 per cent in the Unemployment Insurance Fund between the end of 1956 and March 31 this year, to the excess of disbursements over revenue in the latest fiscal year, to the fact that the recent 30-per-cent increase in contribution rates accounts for slightly less than half the over-all rate of diminution of the Fund, to the serious impact on the Fund resulting from the introduction of seasonal benefits and the extension of coverage to employments with a high incidence of regular seasonal unemployment, and to the loss of almost \$14 million resulting from the payment of

fishing benefits, the Chamber urged upon the federal Government the desirability of separating provision for unemployment assistance from the Unemployment Insurance Fund, of segregating seasonal benefits from "unexpected unemployment" benefits, and of making special financial provision for seasonal benefits and benefits for unemployment of a regular seasonal nature.

It also recommended that an independent body study the whole Unemployment Insurance Act with a view to restoring the Fund to a sound financial basis.

A resolution on government annuities urged that the advertising, promotion and solicitation work of the Annuities Branch be stopped and that the sale of group annuities be discontinued.

Salaries and Qualifications of Women Teaching in Canadian Universities

Recently published report provides for first time information concerning women teaching in institutions of higher learning in Canada, giving data separately for men and women. About 80% of nation's full-time university teachers covered

Publication by the Dominion Bureau of Statistics of a report on salaries and qualifications of teachers in universities and colleges makes available for the first time information concerning women teaching in institutions of higher learning in Canada. The report* gives some of the data separately for men and women.

The report, covering the academic year 1958-59, provides information from 59 institutions employing roughly 80 per cent of Canada's 6,610 full-time university and college teachers. As nearly as can be determined, the survey included all institutions with 1,000 or more full-time students.

The salary information is as at November 1, 1958, and is limited to lay teachers and religious teachers paid on the same basis as lay teachers. Salary data refer to basic annual salary rates only. The report points out, however, that many teachers receive extra income from teaching evening, extension or summer classes, and "many earn income from non-university sources".

Of the full-time teachers reported, 11 per cent were women. This is a smaller proportion than the 15 per cent listed in the 1951 Census as "professors and college principals" but the data are not strictly comparable, as some coming within the Census definition would not be included in the DBS survey.

On the whole, the women teachers' academic degrees were not as high as those of the men teachers, and the largest number of women teachers earned their degrees within the preceding ten years. More than 70 per cent of the women occupied positions

below the rank of assistant professor whereas more than half of the men teachers were assistant professors or higher in rank.

The median salary for women was \$6,000 and for men, \$7,304. Men are found in larger numbers in the higher paid fields, and thus men's salaries were, on the whole, higher than women's. But even for the same level of academic or professional degree, median salaries for men were higher than for women.

Of course salaries and qualifications of both men and women are subject to many of the same influences. For example, pay in some fields of knowledge is generally higher than in others, depending on the length of preparation required and the demand and supply of personnel. Also, salaries vary in different regions of Canada. In 1958-59 the median salary was highest in the western provinces, followed by Ontario, Quebec and the Atlantic Provinces. Regional variations are related not only to the local economic climate but also, probably, to a considerable extent to the size of the institutions in the area. The report states that "in general, the larger the institution the higher was the median salary of teachers".

Qualifications

One measure of qualifications for university teaching is the highest university degree earned. On the whole, the academic degrees achieved by women teaching in Canada's institutions of higher learning were not as high as those of the men. For example, only one in five of the women paid as lay personnel held the doctorate whereas 46 per cent of the men had achieved this highest academic degree. The largest group of women teachers (44 per cent) had earned the master's degree.

**Salaries and Qualifications of Teachers in Universities and Colleges, 1958-59*, Education Division, Dominion Bureau of Statistics. Available from the Queen's Printer, Ottawa, \$1.00.

Roughly 23 per cent of the women, compared with 12 per cent of the men, had no degree beyond the first baccalaureate. There was also a higher proportion of women than of men (17 per cent as against less than 2 per cent) with no university degree.

Qualifications are also measured by experience. Tabulation of the number of years that have elapsed since granting of the first degree shows that roughly the same proportion of the men and of the women teachers earned their first degree less than 10 years ago: 29 per cent of the men and 28 per cent of the women.

Comparison of men and women on this score is open to the objection that the working life of women, particularly those who are married, is likely to be interrupted. There is no information in the report about marital status.

According to a division by decades that have elapsed since graduation, the largest number of women teachers were graduated in the most recent decade. The largest group of men in the profession graduated in the next earlier decade, i.e., they earned their first degrees 10 years but less than 20 years ago. More than a third of all the men teachers graduated during that period. On the other hand, a somewhat higher proportion of women than of men received the first degree at least 30 years ago.

Field of Knowledge and Position Occupied

Qualifications of teachers in universities and colleges are related both to the fields of knowledge in which they specialize and to the duties and responsibilities associated with the positions they hold. When positions are ranked in order of status from dean to professor, associate professor, assistant professor, ungraded professor and, finally, lecturer or instructor, more than half of the men were assistant professors or above, whereas more than 70 per cent of the women occupied positions below the rank of assistant professor. The largest group of women (36 per cent) was made up of lecturers or instructors. Among the men, assistant professors constituted the greatest number (28 per cent).

Since 45 per cent of all those reported are employed in the broad area of arts and science (excluding pure science), this is the main field of employment for university teachers of both sexes. Women were represented on the teaching staff in all faculties shown in the report, with the single exception of "engineering, applied science".

However, concentration of women in certain areas is noticeable. With the exception

of arts and science, which occupied 46 per cent of the men and 32 per cent of the women, faculties employing the greatest number of women were household science, education, and nursing, all concerned with what is traditionally considered to be women's work. For men the most important fields of employment, after arts and science, were: engineering, applied science; medicine; and agriculture, in that order.

Salaries

The median salary for women was \$6,000 and for men \$7,304. These were up from \$5,507 and \$6,739 respectively the year before.

Generally speaking, salaries increased with the passage of years after graduation with the first degree until, for both sexes, the peak of earnings was reached 40 to 44 years after first graduation. Thereafter median earnings declined, perhaps because some persons were undertaking less demanding work in their later years.

Men tend to have an advantage over women both in qualifications and in responsibility and seniority of positions occupied, and they are also found in larger numbers in the higher paid fields; therefore, men's salaries were, on the whole, higher than those paid to women.

The highest median salaries were in the faculties of dentistry (\$9,200), medicine (\$8,718) and law (\$8,625), in all of which the proportion of women teachers was small (5, 8 and 1 per cent respectively). Next in order were theology, education, agriculture, pharmacy, architecture and engineering, all with medians of \$7,000 or over. Below the \$7,000 median were arts and science, social work, pure science, commerce, household science, music, nursing, physical and health education and physio- and occupational therapy.

The report observes that "household science, nursing and physio- and occupational therapy, the faculties in which women teachers were in the majority, were among the five with lowest median salaries". This may be due in part to the smaller proportion in these lines of work who hold advanced degrees or extra-heavy responsibilities.

However, the data show that even for the same level of academic or professional degree, median salaries for men were higher than for women. It is also noted that in each rank (i.e., from dean down to lecturer) the median salary for women was lower than that for men. For all ranks combined it was \$1,304 lower, or 82.1 per cent of the median for men.

Women Working for Pay in Japan

Number of Japanese women in paid employment has increased spectacularly in recent years. Women's labour force now totals 6,110,000, double the number ten years ago, and one of every three paid workers in the country is a woman

The number of women in paid employment in Japan has increased spectacularly in recent years, according to information given in two recent publications of the Women's and Minors' Bureau of the Japanese Ministry of Labour.*

One in every three paid workers in Japan is a woman and the women's labour force numbers 6,110,000, double the total of ten years ago. The average age of the women workers is low, 25.4 years, compared with 33.2 years for men. Thirteen per cent of working girls are under 18 whereas only 4 per cent of the boys in the labour force are so young. Women's length of service is short, on the average 3.6 years, exactly half that of men. These factors serve to depress the status of Japanese women workers.

Recently, however, there have been indications that the average age and length of service are increasing. More mature women now have jobs, and more women are also remaining in employment after marriage. Between 1953 and 1957 the percentage of married women working for pay increased from 9.8 per cent to 17.4 per cent.

Japanese women have a high standard of basic education. Seventy-five per cent of the girls graduate from middle school as against 69 per cent of the boys, and more girls than boys finish high school (24 per cent and 22 per cent, respectively). Few women, however, obtain higher education. One woman for every 23 men graduates from junior college and one woman for every 119 men has a university degree.

Manufacturing, chiefly the textile industry, employs the largest number of women. Then follow the service trades and wholesale, retail, financial, insurance and real estate establishments. Women work mostly in the smaller undertakings employing fewer than 100 persons.

Few women, even among those who are highly qualified, hold professional or administrative positions. The number of women teachers has, however, increased greatly in postwar years. Moreover, women are now

found in administrative positions in education. In 1958 there were 133 women principals of elementary and lower secondary schools, 42 women presidents of private colleges and 1,145 women teaching on the staffs of these institutions.

By legislation, Japanese women are entitled to equal pay for equal work. There have recently been fewer cases of violation of this law but it is a difficult one to enforce in the small undertakings.

Although the average wage for women is less than half that of men, average earnings have slowly been increasing. Women in financial and insurance undertakings receive the highest average wages; those in textile manufacturing the lowest. Men's earnings increase with age and length of service, but women, even those who are university graduates, tend to reach their peak earnings between 25 and 30 years of age.

In 1957, one quarter of the women in gainful employment—1,630,000—belonged to the trade union movement. Women members are usually organized in a "women's division" of their unions.

Forty per cent of women union members are in manufacturing, about half of them working in the textile industry. The various services come next, with 20 per cent. Government employment accounts for 10 per cent and it is in this area that the fastest rate of growth in union membership is taking place. Although the number of women trade unionists increases each year, the proportion has declined since 1948, when nearly half of women workers were members. The chief reason for the decline is that much of the expansion in women's employment has been in commercial undertakings, in service industries and in small establishments, where organizing workers is particularly difficult.

The status of Japanese working women has undergone a historic transformation since the pre-war era, when the traditional bias against women shut them out from remunerative work except in very limited fields. There are many reasons for the progress that has taken place; the most important factor is undoubtedly the increasing job opportunities offered by the expanding Japanese economy.

**Status of Women Workers in Japan, 1957 and The Status of Women in Postwar Japan, 1968*, (part V, Women Workers), Women's and Minors' Bureau, Ministry of Labour, Tokyo.

Minister Launches Campaign to Create Job Opportunities for Older Workers

Both Unemployment Insurance Commission and Department of Labour intensifying efforts on behalf of older workers. Minister sends letter to thousands of Canadian employers describing problem of older worker, asking aid in solution

A long-range campaign to create a more favourable employment climate for older workers has been launched by Hon. Michael Starr, Minister of Labour.

Under the Minister's active leadership both the Unemployment Insurance Commission and the Department of Labour are intensifying their efforts on behalf of older workers.

The Unemployment Insurance Commission through its National Employment Service is making special efforts to encourage employers to eliminate, as far as possible, age specifications in hiring and is doing all in its power to find jobs for unemployed older workers. As an aid to these efforts the Commission recently published a booklet called *How Old is Old?* (L.G., Sept., p. 896), which is being given wide circulation and receiving favourable acceptance.

The Department of Labour, as its role in the over-all campaign, is undertaking the co-ordination and development of policies and activities involving research, liaison with national organizations, and the development and general implementation of a national educational program using all types of publicity outlets.

As one part of the program the Minister is sending a letter (reprinted on facing page) to thousands of employers throughout Canada. The letter describes the problem and asks the assistance of employers in finding a solution. In referring in the letter to workers past 40, Mr. Starr says, "Government alone cannot improve matters, but with the help of more enlightened employers, we could benefit thousands of fellow Canadians. Here is a reservoir of labour, possessing those attributes which come with maturity and stability, awaiting the realization of its potential by alert businessmen who are willing to hire on the basis of ability and merit, not by the calendar."

The first 3,000 letters to go out brought some 800 replies. Most of these replies gave assurance that in dealing with a social and economic problem such as the employment of older workers the Minister had gone to the right source—industry itself. Most of the letters were encouraging

and indicated that considerable interest was being aroused. One of the most significant pieces of information emerging from the mass of correspondence was the experience of several companies with pension plans that were flexible enough to offer no obstacle to the hiring of older workers or their retention in employment long past 65 years of age. This was particularly encouraging in view of the widespread belief that pension plans were a major obstacle.

Another effort was the production of a series of five radio broadcasts dealing with various aspects of the older worker problem. This series was carried by 71 radio stations from coast to coast on the Department's weekly program "Canada at Work". Nearly four thousand broadcast scripts were distributed in answer to requests. The whole series is being printed in booklet form and will be given wide distribution.

Early this year a division was established in the Department's Civilian Rehabilitation Branch, known as the Division on Older Workers, to develop and co-ordinate activities in connection with the Minister's campaign. The Department's Information Branch is carrying out the educational program and the Economics and Research Branch has been undertaking research. The Inter-departmental Committee on Older Workers, composed of representatives from five government departments, which was first re-activated and acts as a focal point and advisory body.

As a result of studies made in the Economics and Research Branch a fact book, entitled *The Aging Worker in the Canadian Economy* (L.G., Oct., p. 1020), and the report of another study dealing with work performance by age groups in the retail industry, under the title *Age and Performance in Retail Trade* (L.G., Oct., p. 1022), have just been published.

In a recent radio broadcast, the Minister pointed out that modern industry with its continual technological progress needs the enthusiasm of young workers, but the enthusiasm and vitality of youth must be tempered with the maturity and experience of older workers to achieve peak efficiency. "Therefore," he said, "there should be



CANADA

MINISTER OF LABOUR

Dear Sir:

I am in need of your assistance.

A serious problem exists in Canada, which will become more acute in the years ahead unless some form of positive action is taken. Workers over 40 continue to experience real difficulty in obtaining employment because of arbitrary age barriers.

It is a problem which has been conscientiously met by a few employers. However, many business establishments still practice restrictive hiring policies based on broad assumptions which brand workers over 40 as "ineligible for employment".

Prejudices against older workers remain despite the fact that industrial studies have shown that in most occupations age does not bring a slowdown of productivity, does not increase accident frequency, does not increase absenteeism through ill health, and does not appreciably decrease the learning processes, and that pension plans are seldom a legitimate excuse for refusing employment to an older worker.

The problem will continue to grow as long as arbitrary age limits persist. Advances in medical science are prolonging life. Seventy years ago, Canadians over 40 years of age constituted only 20 per cent of the population. Today 31 per cent of the population is in the "older worker" group.

Government alone cannot improve matters, but with the help of more enlightened employers, we could benefit thousands of fellow Canadians. Here is a reservoir of labour possessing those

attributes which come with maturity and stability, awaiting the realization of its potential by alert businessmen who are willing to hire on the basis of ability and merit, not by the calendar.

It is possible that you have already taken steps in this direction and that you have a positive older worker policy. Perhaps you have eliminated age restrictions in hiring and found you were able to obtain a wider range of experience and know-how. Perhaps you have taken steps to overcome the arbitrary hiring age barrier often associated with a pension plan. Perhaps you have established a system of reassignment of older employees to lighter or less demanding work, thus making possible their retention in employment at least to normal retirement age. Perhaps you have worked out a plan for retaining valuable employees beyond the normal retirement age.

I am very anxious to learn of your experiences along these lines. Your policies and opinions might well serve as an example to other employers across Canada. I would appreciate a letter from you in this regard. If you wish the information to be confidential, it will be treated as such.

May I thank you for considering this and solicit your wholehearted co-operation in helping to bring to light any information which will help to wipe out unnecessary prejudice against men and women over 40.

*Yours sincerely,
Michael Starr.*

opportunities for both groups to fill a productive role in our modern working society. There need be no clash of conflicting interests."

A film called "Date of Birth," first circulated in 1951, which depicts in graphic form the employment problems of the older worker, is to be revised and re-circulated soon throughout industry as part of the educational program.

Despite all these varied activities those concerned with the campaign realize that the problem can be minimized only by the co-operation of management, organized labour, social welfare agencies, and the Canadian public generally. Experience during the postwar years has shown that only continual education over a long period can offer any hope of effective results.

50 Years Ago This Month

Riot breaks out during dispute between Gaspé fishermen and local fish dealers over price to be paid for fish. One of Department's Fair Wages Officers sent to scene. His report was published in full in November 1909 Labour Gazette

A riot broke out during a dispute between Gaspé Peninsula fishermen and local fish dealers in September 1909 over the prices the dealers were offering for fish. A report of one of the Department's Fair Wages Officers who was sent to the scene was printed in full in the October 1909 issue of the LABOUR GAZETTE.

The report, by Victor DuBreuil, explained that the fishing industry in the Gaspé was controlled by companies who operated general stores and exported dry fish, mainly to South America and the Mediterranean ports.

An earthquake in Southern Italy, the poor quality of the fish caught in recent years, and the unsatisfactory curing process practised by the fishermen had led to a serious decline in the export of fish. Mr. DuBreuil reported that the companies claimed to have sold at a loss the previous year, "importers preferring to buy fish from Norway or Labrador, where they claim the fish curing is more perfect".

The local population was almost entirely dependent on fishing for a livelihood, the report said.

The trouble was brought to a head by the actions of a certain French-Canadian who had lived in the United States for a number of years, and who, playing on the fishermen's discontent, told them that he could get them a better price for their fish from dealers in Halifax.

The fishermen subscribed a sum of money to pay the man's expenses to Halifax. As a result, a schooner, with an agent on board, was sent to Fox Bay by one of the Halifax dealers.

The local merchants at that time were paying \$3.50 per quintal (112 lbs.) for No. 1 quality fish, with prices ranging from \$2 for inferior quality to as high as \$3.90 for extra large fish.

The fishermen were given to understand that the Halifax dealer's agent had instructions to pay them \$4 a quintal, although this was later denied by the agent in a sworn statement. As soon as the schooner was signalled, the head of one of the three local firms that were mainly concerned in the trouble went on board to meet the Halifax agent, and urged him to pay no more than \$3.50 a quintal.

When the fishermen, who had a quantity of fish weighed ready to put on board the schooner, found the agent would not pay \$4, they became angry at the way they were being treated and ordered him to leave at once.

A day or two later they assaulted the agent of one of the local fish companies and forced him to sign an agreement to pay \$4 a quintal for their fish. They also tried to force the agent of another of the companies to sign a similar agreement. Some shots were fired by the agent, though no serious damage was done. The men thereupon disarmed him.

The disturbance ended with the arrest of 24 of the men; five of them were sent to prison for terms varying from two to eleven months hard labour. The report said that, "The fishermen after reflection appear deeply to regret the incidents connected with the disturbance," and they gave assurance that they would not occur again.

It appeared to Mr. DuBreuil, however, that the men had much ground for complaint. He reported that the "disastrous 'truck system'" was in operation in the district. The poorest fishermen received hardly any money for their fish, but were paid in provisions and other goods. This left them entirely at the mercy of the merchants, "if they make a poor catch". Many of the men were in debt to the merchants; this fact, it appeared, was taken advantage of to make them pay higher prices.

The report mentioned one notorious case in which a fisherman, who was illiterate and could not read the bills he received, had been seriously overcharged.

Other complaints were of arrogance and rudeness from certain of the agents and clerks of the merchants, and of the use of crude and inaccurate contrivances by the dealers in weighing the fish they bought.

The report also stated that the companies had an arrangement between themselves to fix the prices paid for fish, although it appeared that this was the first year in which such prices had been strictly adhered to. It also appeared that there were genuine reasons for the extra low price of fish in 1909.

TEAMWORK in INDUSTRY

The Joint Labour-Management Consultation Committee at Canadian Schenley Limited in Valleyfield, Que., was established in June 1956 by management and members of Local 106, Distillery, Rectifying, Wine and Allied Workers' International Union of America (CLC).

The group's influence and range of activities has so broadened during the past three years that it has become, in resident manager Jim Haffey's words, "an excellent clearing house for the exchange of constructive ideas regarding employee safety, plant housekeeping, efficiency and good company-employee relations".

Plant superintendent Vital Lefebvre, president of the committee, claims that it has been "instrumental in building better morale and in improving relations between employees and management".

Local president Jean Labrosse believes that the organization has helped to "overcome timidity and promote self-confidence" among his fellow-employees.

"I sincerely believe," he said, "that working on the committee results in better employees and better union members. It takes time and patience, but every effort to make the group a success is worth while. Good relations are priceless, and a Labour-Management Committee can contribute a great deal to maintaining them."

Miss Alice Leblanc, who represents the bottling department on the committee, had this to say about Schenley's labour-management group:

"Until our committee was organized, I felt like the usual small cog in a company's machinery. I hadn't come to know our management people. Being a member of this committee has given me a genuine feeling of 'belonging' in the operation.

"The people in my department now share this feeling with me, because they know that I am representing their ideas and opinions before management. I am encouraged to speak up here, and I enjoy the feeling of being listened to and hearing my suggestions discussed."

Experience in joint consultation between labour and management at Canadian Schenley was first gained through the plant Safety Committee, which has been in operation almost since the firm started in business in Valleyfield. It deals exclusively

with safety and plant housekeeping. Recommendations and suggestions made by the Joint Consultation Committee are passed on to the safety group for evaluation and implementation. The current safety record—for the period November 1958 to July 1959—is 363,860 accident-free hours.

Management and labour at Canadian Schenley point to joint consultation as one of the principal explanations behind the Valleyfield plant's efficiency, cleanliness, and freedom of communication between employees and company. They also agree that labour-management co-operation has enabled them to reach the goal which all industry prizes most—that peak of smooth working relations called "high morale".

"It is human nature to want to talk things over in a congenial way," stated Mr. Haffey. "Everything our committee discusses is for the benefit of everyone in the plant. We're all in business to promote Canadian Schenley. Consequently, our meetings have provided us with an informal place to air a few opinions."

* * *

"Winter Work" is a legitimate topic of discussion for labour-management committee meetings, according to company and union spokesmen at Brookfield Dairy Limited in Sydney, N.S.

Last year, largely as a result of decisions reached by their committee, Brookfield Dairy rearranged its production program in order to keep as many employees as possible working full-time during the winter months. The same procedure is being planned for this year.

General manager Victor F. Coffin said recently: "I have found the Labour-Management Committee to be of inestimable help in the day-to-day operation of our plant... it has contributed much toward making Brookfield Dairy a happier, healthier and more productive organization."

Said William Hill, secretary of the committee and a member of Local 198 of the Retail, Wholesale and Department Store Union (CLC): "Before our committee was organized, there was suspicion and discouragement in our midst—real barriers to success in business. These have been replaced by ambition, mutual understanding and rising hopes."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during September. The Board issued five certificates designating bargaining agents, ordered two representation votes and rejected one application for certification. During the month the Board received sixteen applications for certification and allowed the withdrawal of six applications for certification.

Applications for Certification Granted

1. International Longshoremen's and Warehousemen's Union, Local 507, on behalf of a unit of longshoremen employed by member companies of the Shipping Federation of British Columbia in lining and fitting deep sea vessels inside the first narrows at Vancouver, and inside the harbour of New Westminster, B.C. (L.G., May, p. 474).

2. North Shore Railway Association, on behalf of a unit of train despatchers and train order operators employed by the Quebec North Shore and Labrador Railway Company (L.G., Sept., p. 913).

3. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 565 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by Buckingham Transportation, Inc., operating in and out of its Regina terminal (L.G., Sept., p. 914).

4. Office Employees' International Union, Local No. 15, on behalf of a unit of office employees employed by Sea-Van Express Ltd., at its Vancouver terminal (L.G., Sept., p. 914).

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of freight handlers employed by Terminus Maritime Inc. at the Port of Quebec (L.G., Oct., p. 1051).

Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, The British Yukon Navigation Company Limited, Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (MV *Clifford J. Rogers*) (L.G., Sept., p. 914). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Young & Gore Tugboats Ltd., Vancouver, respondent, and the Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1049). The Board directed that the names of both the applicant and the intervener be placed on the ballot (Returning Officer: D. S. Tysoe).

Application for Certification Rejected

International Union of Mine, Mill and Smelter Workers (Canada), applicant, Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent, the Canadian Labour Congress, intervener, and the United Steelworkers of America, Local 5798, intervener (L.G., June, p. 611). The application was rejected for the reason that the provisions of Section 15 of the Board's Rules of Procedure contemplate the payment of money dues as a condition of membership in good standing and, in this case, the applicant had not complied with the requirements of the provisions of Rule 15.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Gilley Bros. Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

This section covers, proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard the MV *Chenaga*, operated by Monarch Marine Products Ltd., South Burnaby, B.C. (Investigating Officer: G. H. Purvis).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard oil barges operated by the Pacific Tanker Company Limited, Vancouver (Investigating Officer: G. H. Purvis).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by McKenzie Barge & Derrick Co.

(1957) Ltd., Vancouver (Investigating Officer: G. H. Purvis) (later withdrawn, *see* below).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and scows operated by Bute Towing Ltd., Vancouver (Investigating Officer: G. H. Purvis).

7. General Drivers, Warehousemen and Helpers, Local 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mechanics, drivers, and warehousemen employed by Arrow Transit Lines Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard oil barges operated by Straits Towing Limited, Vancouver (Investigating Officer: G. H. Purvis).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; four officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the MV *Clifford J. Rogers* operated by The British Yukon Navigation Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

10. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Young & Gore Tugboats Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

11. Brotherhood of Railroad Trainmen, on behalf of a unit of road train conductors employed by the Ontario Northland Railway, North Bay, Ont. (Investigating Officer: A. B. Whitfield).

12. Seafarers' International Union of North America, on behalf of a unit of deck officers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: T. B. McRae).

13. United Steelworkers of America, Local 5197, on behalf of a unit of longshoremen employed by Terminus Maritime Inc. at Sept Iles, Que. (Investigating Officer: C. E. Poirier).

14. Brotherhood of Maintenance of Way Employees, on behalf of a unit of employees of Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: C. E. Poirier).

15. Seafarers' International Union of North America, on behalf of a unit of deck officers employed aboard vessels operated by the Quebec North Shore and Labrador Railway Company, Sept Iles, Que. (Investigating Officer: C. E. Poirier).

16. Seafarers' International Union of North America, on behalf of a unit of deck

officers employed aboard vessels operated by Transit Tankers & Terminals Limited, Montreal (Investigating Officer: Rémi Duquette).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 509, applicant, and Arrow Transfer Company Limited, Vancouver, respondent (L.G., May, p. 474).

2. United Steelworkers of America, applicant, Northspan Uranium Mines Limited, Elliot Lake, Ont., respondent, the International Union of Mine, Mill and Smelter Workers (Canada), intervener, and the International Union of Operating Engineers, Local 796, intervener (L.G., July, p. 718).

3. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Asbestos Transport Limited, Asbestos, Que., respondent (L.G., Oct., p. 1050).

4. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1051).

5. Canadian Brotherhood of Railway, Transport and General Workers, applicant, M. R. Cliff Tugboat Co. Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Oct., p. 1051).

6. Canadian Brotherhood of Railway, Transport and General Workers, applicant, McKenzie Barge & Derrick Co. (1957) Ltd., Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (received during month, see above).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Northspan Uranium Mines Limited, Elliot Lake, Ont., (production employees) and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

2. Pronto Uranium Mines Limited, Elliot Lake, Ont. (office and technical employees)

and District No. 6, United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

3. Foundation Maritime Limited, Halifax, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. T. Cochrane).

4. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

Settlements Reported by Conciliation Officers

1. Northern Alberta Railways Company, Edmonton, and Brotherhood of Railroad Trainmen and Order of Railway Conductors and Brakemen (Conciliation Officer: J. S. Gunn) (L.G., Oct., p. 1054).

2. British Overseas Airways Corporation, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: Rémi Duquette) (L.G., Sept., p. 915).

3. Canadian Transit Company, Windsor, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough) (L.G., Sept., p. 915).

Conciliation Boards Appointed

1. Milliken Lake Uranium Mines, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1054).

2. Shipping Federation of Canada, Inc., Montreal, and International Longshoremen's Association (Halifax, Saint John, Quebec, Three Rivers and Montreal).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between Algom Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between Pronto Uranium Mines Limited, Elliot Lake, Ont., and District No. 6, United Steelworkers of America (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto,

who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Northspan Uranium Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5816 (office and technical employees) (L.G., Oct., p. 1055) was fully constituted in September with the appointment of His Honour Judge John B. Robinson, Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, David W. Mundell, QC, and David B. Archer, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Report Received

Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and International Longshoremen's and Warehousemen's Union, Local 507 (L.G., Oct. 1958, p. 1141). The text of the report is reproduced below.

Settlements Reached after Board Procedure

1. Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, Western Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Limited, Victoria and Vancouver Stevedoring Company Limited, and International Longshoremen's and Warehousemen's Union, Local 507 (*see above*).

2. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (L.G., Oct., p. 1055).

3. Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 506 (L.G., Sept., p. 919).

Settlement Reached Before Board Formally Met

H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 1055). Settlement was effected by further intervention of conciliation officer.

Report of Board in Dispute between

Empire Stevedoring Co. Ltd., Canadian Stevedoring Co. Ltd., Western Stevedoring Co. Ltd., Louis Wolfe & Sons (Vancouver) Ltd., and Victoria and Vancouver Stevedoring Co. Ltd.

and

International Longshoremen's and Warehousemen's Union

The Conciliation Board in this matter, consisting of C. George Robson, employers' nominee, William Stewart, employees' nominee, and Adam Bell, chairman, held its preliminary meeting on the 23rd day of September, 1958 at Vancouver, B.C. Subsequently the Board met with representatives of the parties concerned on September 26, 30, October 3, 7, 1958.

In the course of these meetings the following representatives appeared before the Board:

For Local 507, International Longshoremen's and Warehousemen's Union—N. A. McAulay, Chairman, negotiating committee, C. Pritchett, W. Foster, J. Polkinghorne, C. Seymour and John Berry, International Representative, ILWU.

For the respondents—E. Rosen, Louis Wolfe and Sons (Vancouver) Ltd; J. MacLean, Victoria and Vancouver Stevedoring Co. Ltd. and Empire Stevedoring Co. Ltd.; Rod MacRae, Canadian Stevedoring Co. Ltd.; W. Green, Western Stevedoring Co. Ltd.

In the series of meetings referred to above, the Board heard evidence, written and oral, and on one occasion, accompanied by the employers' and workmen's representatives, visited a number of ships in the port of Vancouver to obtain first-hand knowledge of the work involved, which in the case of Local 507 is the loading and

discharging of grain cargoes combined with other work in the holds of vessels connected with these procedures.

It should be noted that the major part of longshore work in the port of Vancouver, namely the loading and unloading of general cargo in deepsea ships, is covered by written agreement between other locals of the International Longshoremen's and Warehousemen's Union and the Shipping Federation of British Columbia. The work done by the members of Local 507, ILWU, termed grainlining, has heretofore been covered by written agreement between Local 507 and the several stevedoring companies cited above, who are also members of the Shipping Federation of B.C.

Early in the discussions the Board became aware of a desire on the part of the applicant union and the respondent stevedoring companies to have the present agreement replaced by an agreement between Local 507 and the Shipping Federation of B.C.

Consequently the Board has centred its endeavours on the attainment of that objective by initiating and encouraging negotiations between Local 507 and the Shipping Federation of B.C. These negotiations have continued through the intervening period with a degree of patience and sincerity of effort highly creditable to all concerned and have culminated in a signed agreement between Local 507 and the Shipping Federation of B.C.

The agreement covers a variety of subjects, including a schedule of wages and overtime rates for the several occupational classifications involved; also hours of work, working conditions, grievance procedure, welfare and pensions, and industrial safety and accident prevention. The agreement is effective from May 1, 1959 and remains in force and effect until April 30, 1960 and from year to year thereafter unless either party gives notice in writing to the other party not less than ninety (90) days prior

(Continued on page 1207)

During September, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the International Longshoremen's and Warehousemen's Union, Local 507, and Empire Stevedoring Co. Ltd., Canadian Stevedoring Co. Ltd., Western Stevedoring Co. Ltd., Louis Wolfe & Sons (Vancouver) Ltd., and Victoria and Vancouver Stevedoring Co. Ltd., Vancouver.

The Board was under the Chairmanship of Adam Bell, Victoria, who was appointed by the Minister in the absence of a joint recommendation from the other two members, C. George Robson and William Stewart, both of Vancouver, nominees of the companies and union respectively.

The text of the report is reproduced here.

LABOUR LAW

U.S. Labor-Management Reporting and Disclosure Act of 1959

Act aims to correct abuses revealed in investigations of McClellan Committee and contains amendments to Taft-Hartley Act concerning picketing, federal-state jurisdiction, secondary boycotts, hot cargo clauses; these are described here

The Labor-Management Reporting and Disclosure Act of 1959, passed by the United States Congress after lengthy debate, was signed by the President on September 14.

The first six titles (parts) of the Act are aimed at correcting abuses revealed in investigations of the Select Committee on Improper Activities in the Labor or Management Field. Title VII consists of amendments to the Labor Management Relations Act, 1947, commonly called the Taft-Hartley Act.

The Select Committee was set up by the U.S. Senate in 1957 under the chairmanship of Senator McClellan "to conduct an investigation and study of the extent to which criminal and other improper prac-

tices or activities are, or have been, engaged in in the field of labour-management relations" to the detriment of the public interest, and to determine whether any changes were required in the laws. The Committee, after extensive hearings, issued an interim report dated March 17, 1958* setting out the Committee's conclusions and making legislative recommendations. One of the recommendations, that legislation was required to regulate and control pension, health and welfare funds, was acted upon in 1958 (L.G., Oct. 1958, p. 1129). The other recommendations have been dealt with in the new Act.

The Taft-Hartley amendments (Title VII of the new Act) are described here. The first six titles will be dealt with in the December issue.

I—Taft-Hartley Amendments

The main subjects with which the Title VII amendments deal are federal-state jurisdiction, picketing, secondary boycotts, hot cargo clauses in collective agreements, and union security provisions in agreements in the construction industry. There are also provisions authorizing the National Labor Relations Board to delegate more of its powers to regional directors, and authorizing it to make regulations concerning voting rights of economic strikers in representation elections.

The amendments are effective 60 days after enactment—November 13, 1959.

Federal-State Jurisdiction

The Taft-Hartley Act (L.G., 1947, p. 943; 1951, p. 1707) does not define the application of the Act in terms of certain industries in the manner of the Industrial

Relations and Disputes Investigation Act in Canada, but it authorizes the National Labor Relations Board to deal in accordance with the Act with questions of representation and unfair labour practices "affecting commerce". Commerce is defined as interstate or international trade, traffic, commerce, transportation or communication.

For practical reasons, the Board has not been assuming jurisdiction to the full extent of its authority. The policy adopted by the Board was set out in a release dated October 2, 1958, stating the standards the Board was applying in determining whether the effect on commerce was sufficient to justify federal intervention. The standards are expressed in terms of dollar value of yearly outflow or inflow in an establishment, or on the basis of gross yearly revenue or gross yearly volume of business.

*A second interim report was issued last August.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Secretary of Labor, Mr. Mitchell, explaining this situation to the Senate Subcommittee which dealt with various bills designed to clarify jurisdiction, said that for the Board to attempt to assert jurisdiction to the full reach of the Act would force the Board to dissipate its energies upon countless disputes in small establishments which, although they affect commerce, are primarily local in character. The result would so increase the length of time required to dispose of proceedings before the Board as to render it ineffective. Even if the Board were given increased funds to further extend its jurisdiction standards, the fact would remain that numerous business establishments affect commerce so slightly and are so peculiarly local as to make it unwise, as well as impractical, for the Board to take action over labour disputes which involve them.

The result of this policy, the Select Committee found, was to create an extensive "no man's land" in labor-management relations. The fact that the Board does not take jurisdiction in certain cases does not automatically turn over the case to a state agency. The U.S. Supreme Court has in fact held in some instances that where the field was pre-empted by the federal law, state law could not be applied even if the Board declined to act. The result was to leave some employees and some employers without recourse to any government agency in case of disputes.

The amending Act deals with this problem by stipulating that the Board in its discretion may, by rule of decision or by published rules, decline to assert jurisdiction over any labour dispute involving any class or category of employers where in the opinion of the Board the effect of such labour dispute on commerce is not sufficiently substantial to warrant the exercise of its jurisdiction. It is provided, however, that the Board shall not decline to assert jurisdiction over any labour dispute over which it would assert jurisdiction under the standards prevailing upon August 1, 1959.

It is further stipulated that nothing in the Act shall be deemed to prevent a state or territorial agency from acting in a dispute which the Board declines.

Recognition and Organizational Picketing

Before the amendment, the Act did not mention picketing. To set up a picket line had, however, in some circumstances been held to be an unfair labour practice as a form of "inducing or encouraging" employees to strike or to refuse to handle goods. Such inducing or encouraging on

the part of a trade union, if engaged in for certain purposes, was an unfair labour practice under what are commonly known as the secondary boycott provisions of the Act.

The amendment adds a new paragraph to the section that sets out unfair labour practices on the part of trade unions dealing specifically with picketing for recognition or organizational purposes. One of the major conclusions of the Select Committee was that the weapon of organizational picketing had been abused without regard to the desires of the employees in question.

The new paragraph makes it an unfair labour practice for an uncertified union to picket or threaten to picket an employer to get the employer to recognize or bargain with it, or to get his employees to accept or select it as their collective bargaining representative, first, where there is a lawfully recognized union authorized to bargain for the employees, for the period during which bargaining rights are protected against a representation election (12 months); or second, when a union has lost an election, for a 12-month period after the election. Third, where there is no recognized bargaining representative and no election has been held for 12 months, it is made an unfair labour practice for a union to picket an employer for more than 30 days without petitioning for an election, and the Board is directed to deal forthwith with such a petition. Also, in this third situation, the ban on picketing does not apply to picketing or other publicity for the purpose of truthfully advising the public (including consumers) that an employer does not employ members of or have a contract with a union "unless an effect of such picketing is to induce any individual employed by any other person in the course of his employment not to pick up, deliver, or transport any goods or not to perform any services".

Secondary Boycotts

What are generally called the secondary boycott provisions of the Taft-Hartley Act make it an unfair labour practice for a trade union to engage in or induce or encourage the employees of any employer to engage in a strike or a concerted refusal in the course of their employment to handle goods or perform services with the object of inducing an employer (or any person) not to do business with somebody else, or with certain other objects. This section has been amended to close up loopholes.

Mr. Mitchell, explaining to the Senate Subcommittee the inadequacy of the existing provisions to cover all secondary boycotts, pointed out:

As now written, they require a combination of two factors: First, an objective of the union must be to compel one person to cease doing business with another; second, the means employed to achieve this objective must be through a strike or inducement of employees to concertedly refuse to perform services.

If these factors do not coexist the secondary boycott provisions have not been violated under the law as it now stands. Some unions have, therefore, been able to impose secondary boycotts and yet avoid the proscriptions of the act by directly threatening or coercing the employer (or his supervisory personnel) whom they want to cease doing business with another person. They also avoid the existing provisions by inducing individual employees, or workers not defined as employees by the Act, such as railroad and agricultural workers, to refuse to handle the products of the person with whom they want the employer to cease doing business. None of these activities is considered to be prohibited under the law as it now stands.

To cover direct pressure upon employers and supervisory personnel a provision has been added forbidding the threatening, coercing, or restraining of "any person engaged in commerce or in an industry affecting commerce". By deleting the word "concerted" inducement of individual employees is brought under the ban, and by changing the term "employees" to "any individual employed" the legislators sought to avoid the limitations imposed by the definition of employee.

Two other changes were made along the lines of representations made by union groups: a proviso was added to exempt from the secondary boycott ban certain forms of publicity, other than picketing. The law now permits publicity for the purpose of truthfully advising the public, consumers, and members of unions that goods are produced by an employer with whom the union has a primary dispute and are distributed by another employer, but picketing at the premises of a neutral employer is not allowed, and the publicity must not have an affect of inducing employees of neutral employers to refuse to handle goods or perform services. Lawful means of publicizing the union's position would seem to include handbills, newspaper advertisements, and radio and television announcements.

Another change was to make a special case of the garment industry by making the main secondary boycott provision inapplicable to work done on the goods or premises of the primary employer, or as part of an integrated process of production, even if a second manufacturer or a contractor or subcontractor is involved.

Hot Cargo Clauses in Agreements

A new provision has been added to the Act to deal with the situation in which an employer and a union, by agreement, seek to circumvent the secondary boycott provisions of the Act by inserting a hot cargo clause in a collective agreement. An example of such a clause would be one in which an employer agrees not to require his employees to handle goods emanating from, or destined for, the plant of any employer involved in a labour dispute.

The new subsection that has been added reads as follows:

It shall be an unfair labor practice for any labor organization and any employer to enter into any contract or agreement, express or implied, whereby such employer ceases or refrains or agrees to cease or refrain from handling, using, selling, transporting or otherwise dealing in any of the products of any other employer, or to cease doing business with any other person, and any contract or agreement entered into heretofore or hereafter containing such an agreement shall be to such extent unenforceable and void.

An exception has been made with respect to the construction industry and the garment industry: it is not an unfair labour practice for unions and employers in these industries to enter into agreements that ban subcontracting to non-union employers.

Union Security Agreements, Construction Industry

The only union security agreements that were valid under the Taft-Hartley Act were union shop agreements requiring membership after 30 days' employment in a union designated by the majority of the employees as their bargaining representative. Due to the conditions peculiar to the construction industry, negotiation of a collective agreement establishing wages and hours and other conditions of employment normally precedes the recruitment of workmen to work on a particular project. Pre-hire agreements requiring membership in the union were therefore not in compliance with the law although they were a generally accepted practice in the industry.

The amendment seeks to correct this situation by authorizing pre-hire agreements between employers engaged primarily in the building construction industry and unions of which building and construction employees are members requiring membership in the union as a condition of employment seven days following the beginning of employment. The agreement may also provide for preferential hiring in that the employer may be required to give the union an opportunity to refer qualified applicants for employment. Such an agreement may also specify minimum training or experience qualifications for employment or provide

for priority in opportunities for employment based upon length of service with the employer or in the industry or in the particular geographical area. An agreement of the kind authorized in this section will not be a bar to a petition for a representative election should the union's representative character be questioned.

Economic Strikers

The section of the Act dealing with representation elections contained the words "Employees on strike who are not entitled to reinstatement shall not be eligible to vote".

This has now been changed to read:

Employees engaged in an economic strike who are not entitled to reinstatement shall be eligible to vote under such regulations as the Board shall find are consistent with the purposes and provisions of this Act in any election conducted within twelve months after the commencement of the strike.

Delegation of NLRB Powers, Priority of Cases

With a view to more expeditious handling of cases, the amendment authorizes the National Labor Relations Board to delegate to its regional directors its powers in representation election cases. The Board may review a regional director's action if requested to do so; but the review will not, unless the Board so orders, operate as a stay of any action taken by the regional director.

Since 1947 the Act has provided that unfair labour practice charges against unions under the secondary boycott provisions shall be given priority in handling over any other unfair labour practice charges. An amendment now provides that the second priority will be to unfair labour charges against employers involving discrimination to encourage or discourage union membership and against unions seeking to enforce a membership requirement contrary to the Act.

Legal Decision Affecting Labour

British Columbia Supreme Court imposes fine on union and its officers for not obeying in good faith court order instructing certain members to return to work

On July 30, 1959, Mr. Justice Manson of the British Columbia Supreme Court found Local 97 of the International Association of Bridge, Structural and Ornamental Iron Workers and its officers guilty of contempt of court for failing to obey in good faith a court order instructing certain union members to go back to work to complete a certain part of it. He fined the union \$10,000 and three union officers \$3,000 each.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

Local 97 of the International Association of Bridge, Structural and Ornamental Iron Workers employed by the Dominion Bridge Co. Ltd. on the construction of the Second Narrows Bridge across Burrard Inlet gave the company notice that it was going on strike.

The company tried to enlist the co-operation of union officials to continue work on the southern portion of the bridge until it reached the point where, in the opinion of Swan, Wooster and Partners, consulting engineers to the British Columbia Toll Highways and Bridges Authority, public order would be entirely safeguarded and substantial or irreparable injury to property prevented. The business agent of Local 97

refused to accede to the company's appeal, being of the opinion that the bridge was safe.

The strike began on June 23 and the bridge was picketed. The same day, the court, pursuant to the provisions of the Trade-unions Act of 1959 and acting on the company's application, granted an *ex parte* injunction prohibiting the strike insofar as work on the south span of the bridge was involved.

The injunction was served on the business agent on the evening of June 23. He removed the union placards from the bridge and, according to an affidavit which he later filed with the court, advised by telephone as many members of Local 97 as possible that the strike was at an end so far as the south portion of the bridge was concerned.

At the same time he issued a press release, the concluding paragraphs of which read as follows:

Until such time as we are personally satisfied that William George Swan, consulting engineer, has exaggerated the hazard and is in error, and an independent engineering authority has evaluated the suggested precariousness of the structure and that further, all steps have been taken to positively prevent and make impossible damage to false work from vehicular traffic or train wreck or, alternatively, no men

to be allowed upon this structure when motor vehicle or train traffic passes under this span, an ironworker would tempt fate to resume work.

I personally would rot in jail rather than withhold this information from our membership.

Since no strike exists against this portion of the project as of 6 p.m. tonight in compliance with the injunction, it necessarily follows that a refusal to work by any workman on grounds of safety could not conceivably be strike action.

The company asked the Safety Division of the Workmen's Compensation Board to report upon the safety of the south span for workmen to work upon.

On June 25, the Director of the Accident Prevention Department of the Board reported that the structure met the requirements of the Accident Prevention Regulations and he considered the men could work on the structure without undue risk other than the normal hazard of such employment.

At the business agent's request, the Premier of the province consulted independent engineers on the safety of the bridge if workmen were to continue the projection of the south span to Pier 16. The report of Phillips Barratt and Partners of Vancouver, engineering consultants, dated June 28, indicated that the structure supported by false work bents was in safe condition for all normal risks of bridge construction.

Previously, on June 25, H. F. Wooster, a partner of Swan, Wooster and Partners, consulting engineers, made an affidavit in which he estimated that with the necessary workmen, the span could be projected to Pier 16 in ten days of continuous, uninterrupted work; and then he swore: "That in view of the possibility that the bridge may be supported on a temporary structure for an indefinite period of time it could be considered hazardous, as all structures during erection, but to state that it is dangerous for workers is an exaggeration completely unwarranted and unjustified by the facts."

On June 25, the company applied for:

1. an injunction;
2. specific performance of an Agreement of January 2, 1956;
3. a mandatory order demanding the union to call upon its members working on the southern portion of the span to return to work, until completion of the span to Pier 16, and
4. damages.

On June 26, after having examined the affidavits of the parties concerned, the Court issued a mandatory order that enjoined the union, its members and its agents from striking or withholding members of the

union from their employment on the southern portion of the structure until such time as this southern portion of the structure had been completed to the permanent support known as Pier 16.

Further, the order directed the union to order its members employed on the southern portion of the bridge to return to their employment. Further, the order directed that it would cease and be of no further effect upon the filing of the certificate of Swan, Wooster and Partners, Consulting Engineers, that the structure had been completed to Pier 16.

The order was finally settled on June 29, entered on June 30, and on July 2, served on the president, the financial secretary and the business agent of Local 97.

On June 26, the erection manager of the company wrote to the business agent sending a list of the union's men who were employed on the south portion of the bridge immediately prior to the strike, and requiring them to report to work at 8 a.m., on Monday, June 29.

On July 6, the company filed a notice of motion that a writ of sequestration be issued to sequester the goods, chattels, etc., of the union, for contempt of court committed by the union for wilfully disobeying the order of the Court of June 26.

On July 8, the business agent filed an affidavit, of which paragraphs 9 and 10 read as follows:

9. That with the assistance of Thomas Eugene McGrath, business agent of Local 97, I thereupon telephoned or caused to be telephoned, as many of the members of Local 97 affected by the said Order as could be reached by telephone and stated the following to each of them:

"As many of the members know from the newspapers and the radio, Mr. Justice Manson has ordered the union to order the employees of Dominion Bridge Company Limited working at the south portion of the new Second Narrows Bridge to return to work. Our solicitors have advised us that in their opinion the order granted by the Judge is contrary to the law and the Order is being appealed immediately. However, we have also been advised that the Order of the Judge must be obeyed. We therefore have no alternative but to order the men to return to work, and we now hereby do so".

10. That to the best of my knowledge, information and belief, all of the members of Local 97 affected by the said Court order, save and except A. Street, were notified by telephone or otherwise, and given the aforesaid message before 8.00 a.m., Monday, June 29, 1959.

The hearings of the case opened on July 9 and the court directed the sheriff to bring into court the next day 18 men who were employed on the southern portion of the bridge and on whom the court order of June 26 was personally served.

When on July 10 the court resumed the hearings, none of the men summoned were present. Mr. Justice Manson directed the sheriff to bring the men into court on July 13. Also, he pointed out that the order of June 26 did not enjoin the strike generally, but only in respect of the completion of the south span to Pier 16.

On July 13, seven of the workmen served by the sheriff with bench warrants were present in court. Mr. Justice Manson pointed out that the matter of the strike generally was not before the court, that the court was only concerned with the safety of the bridge, and the strike had been suspended so far as the ten days' work was required to push the unfinished span to Pier 16. The same day, in the afternoon, the court examined eight of the workmen present with regard to their conversations with officers of the union with respect to the court's order directing the union to call its workmen back to complete the span to Pier 16.

After having heard the testimony of the workmen, Mr. Justice Manson considered whether there was *bona fide* compliance with the mandatory portion of the order of June 26, or mere literal or lip service thereto. Was the union and its officers guilty of disobedience of the mandatory order, and therefore guilty of contempt?

Mr. Justice Manson noted that the business agent, when the strike was imminent, refused to co-operate with the company in continuing the work on the south span of the bridge in order to prevent substantial or irreparable injury to property despite the fact that he at that time took the position that the bridge was safe. In other words, he refused co-operation because he did not think the work was necessary for the purposes mentioned.

On June 24, Mr. Justice Manson noted, the agent issued a press release, which doubtless came to the attention of those of his members who had been working on the bridge, that was highly inflammatory. In his press release he quoted from an affidavit sworn by Col. Swan. Although the affidavit did not say that it would be unsafe for workmen to work on the continuation of the span, and indeed a fair inference from the affidavit was that continuation of the work would not be unsafe beyond the normal hazard, the portion quoted by the business agent out of context might have been interpreted as meaning that it would not be safe for the workmen to continue work on the south span. That this interpretation was intended by the business agent was made clear by the last three paragraphs of the release.

Those paragraphs, in Mr. Justice Manson's opinion, were intended to deter workmen from returning to work. He thought that the release was mischievous and there was no evidence that the union or its officers at any later date attempted to correct the mischief that had been done. The union and its officers did nothing to inform the workmen that they had been assured of safe working conditions on the continuation of the span. The last paragraph of the release could be considered as a straight invitation to the workmen not to return to work on the grounds of want of safety and it was intimated to the workmen that their refusal to return to work in the circumstances could not conceivably be strike action.

As to the advice given by the union officers to their members by telephone after the mandatory order of June 26, Mr. Justice Manson found the evidence contradictory; but some of the statements made by the officers, according to the affidavits filed, were calculated to encourage the members to refuse to go back to work. He came to the conclusion that there was no *bona fide* compliance on the part of the union and its officials with the mandatory order and the union by its officials made no honest effort to obey the order.

He noted that there is frequently a clause in a union's constitution to the effect that in the event of a strike, no unfinished work will be left in a hazardous condition. Even if such a clause is not in the constitution of the union, the common sense of doing that which is ordered in such circumstances is self-evident. Had the union and its officials in good faith and without qualification called their men to work pursuant to the mandatory order, and made it clear that the order was only intended to safeguard public order and prevent possible substantial or irreparable damage, Mr. Justice Manson was satisfied the men would have gone back to work.

Union officers, he added, who fail to obey the orders of the court are not good citizens, and they do unions generally a disservice. Holding that disobedience of an order of the Court is a serious matter, he imposed on the defendant union a fine of \$10,000 and on each of the three union officers a fine of \$3,000 and in default, imprisonment for one year. *Dominion Bridge Co. Ltd. and the International Association of Bridge, Structural and Ornamental Ironworkers, Local 97 et al. and Attorney-General of British Columbia*, C.C.H. Canadian Labour Law Reporter, par. 15, 244, page 11, 708.

18th Annual Conference, Canadian Association of Administration of Labour Legislation

Problems encountered in the administration of labour relations acts and wage and hour legislation were discussed by federal and provincial labour officials at the 18th conference of the Canadian Association of Administrators of Labour Legislation, held in Quebec City from September 1 to 4. Senior officers of the federal department and the 10 provincial departments of labour attended the meeting. Also in attendance were the Ministers of Labour of Nova Scotia, New Brunswick, Ontario and Saskatchewan.

The delegates were welcomed by Quebec Premier Duplessis* and by Alderman Henri Beaurpré, representing the Mayor of Quebec City.

In a brief address, Premier Duplessis outlined some of the fundamental principles underlying labour relations policies in Quebec that he considered essential to stable government. It is the duty of any government, he said, to see that justice prevails for all classes of society but "employers and employees do not represent the whole society... we believe that the public interest is paramount".

The right to strike, he continued, is a sacred right, but it should be exercised as a last resort because the right to strike entails inconvenience and damage to the whole community. The Province of Quebec, he stated, wished to bring about improvements in its labour legislation—which he described as the most progressive in Canada—based on these "cornerstones of democratic policy".

Premier Duplessis said he did not believe that centralization of power in a country as large as Canada would be conducive to progress and harmonious relations, and in his view the existence of ten governments in Canada within the federal framework was an incentive towards better government. He emphasized the constructive value of people getting together in gatherings of this kind and co-operating for the benefit of everyone.

Following a plenary session on legislative and administrative developments in Canada during the year, the conference divided into two groups for the discussion of labour relations and labour standards legislation, respectively.

Problems arising in certification proceedings under the labour relations acts, with

particular reference to the building trades, and conciliation officers' techniques were discussed at the labour relations sessions. The guest speaker, Dr. John T. Dunlop, Professor of Economics at Harvard University, discussed the problems involved in jurisdictional disputes in the light of his experience as Chairman, from 1948 to 1957, of the National Joint Board for the Settlement of Jurisdictional Disputes in the Building and Construction Industry in the United States.

The administration of laws relating to minimum wages, fair wages, industrial standards, vacations with pay and the employment of children were the topics dealt with by the labour standards group.

The officers elected to the Association's Executive Committee for 1959-1960 are: J. B. Metzler, Ontario Deputy Minister of Labour, President; W. Elliott Wilson, QC, Manitoba Deputy Minister of Labour, 1st Vice-President; K. A. Pugh, Alberta Deputy Minister of Labour, 2nd Vice-President; Evelyn Best, federal Department of Labour, Secretary-Treasurer; and N. D. Cochrane, New Brunswick Deputy Minister of Labour, Past President.

The federal and provincial officers attending the conference included: *British Columbia*—Hon. H. D. Black, Provincial Secretary and Minister of Social Welfare; W. H. Sands, Deputy Minister of Labour and Railways; C. R. Margison, Secretary, Board of Industrial Relations. *Alberta*—K. A. Pugh, Deputy Minister of Labour; H. C. French, Secretary, Board of Industrial Relations. *Saskatchewan*—Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; P. G. Makaroff, QC, Chairman, Labour Relations Board; C. K. Murchison, Director of Labour Standards.

Manitoba—W. Elliott Wilson, QC, Deputy Minister of Labour; O. D. Hamilton, Chief Wage Inspector, Employment Standards Division. *Ontario*—Hon. Charles Daley, Minister of Labour; J. B. Metzler, Deputy Minister of Labour; Jacob Finkelman, QC, Chairman, Labour Relations Board; G. W. T. Reed, Vice-Chairman, Labour Relations Board; F. F. Gallant, Solicitor, Labour Relations Board; Ronald Turton, Chief Inspector; Eric Billington, Chairman, Industry and Labour Board.

Quebec—Gérard Tremblay, Deputy Minister of Labour; Donat Quimper, Associate Deputy Minister of Labour; H. Conrad Lebrun, Vice-President, Labour Relations

*This was his last public appearance. Premier Maurice Duplessis died on Labour Day, September 2.

Board; Gérard Vaillancourt, QC, General Secretary, Labour Relations Board; Cyprien Miron, General Director, Conciliation and Arbitration Service; Eugène Dussault, Member, Minimum Wage Commission; Charles Bélanger, Secretary, Minimum Wage Commission (Quebec Division); Jacques Casgrain, Technical Adviser; Noël Bérubé, Director, Conciliation and Arbitration Service (Quebec Division); Wilfrid Beaulac, Director, Labour Inspection Service (Quebec Division); Evariste Bernier, Senior Clerk, Department of Labour.

New Brunswick—Hon. A. E. Skaling, Minister of Labour; N. D. Cochrane, Deputy Minister of Labour; H. F. White, Director, Minimum Wages and Labour Relations Branch; Edward F. Charlton and Gerald Cain, Labour Relations Officers; Frank R. Coleman, Technical Adviser. *Nova Scotia*—Hon. Stephen T. Pyke, Minister of Labour; R. E. Anderson, Deputy Minister of Labour; Byron D. Anthony, Director of Industrial Relations; Miss June Taylor, Supervisor of Statistical Analysis; George A. Braine, Supervisor of Accounting. *New-*

foundland—G. T. Dyer, Deputy Minister of Labour. *Prince Edward Island*—W. W. Reid, Deputy Minister of Welfare and Labour.

Federal—A. H. Brown, Deputy Minister of Labour; Gordon G. Cushing, Assistant Deputy Minister of Labour; Bernard Wilson, Director of Industrial Relations; H. S. Johnstone, Chief, Fair Wages and Prevailing Rates Division; Rémi Duquette, Industrial Relations Officer; W. R. Dymond, Director, Economics and Research Branch; J. T. Montague, Special Assistant to the Director, Economics and Research Branch; R. M. Adams, Head, Wages Research Section; Miss Edith Lorentsen, Director, Legislation Branch; Miss Evelyn Woolner and Miss Evelyn Best, Legislation Branch; C. W. Gilchrist, Territorial Division, Department of Northern Affairs and National Resources.

In attendance also were Douglas M. Young, Director, Canada Branch, International Labour Office, and Ben T. Huiet, Commissioner of Labor, Georgia, and President of the International Association of Governmental Labor Officials of the United States and Canada.

United Kingdom Factories Act, 1959

The United Kingdom's Factories Act, 1959, amends the Factories Acts, 1937 and 1948, and makes further provision regarding the health, safety and welfare of factory workers. It is the first legislation in the United Kingdom in ten years dealing with working conditions in factories.

The Act has three main objectives: to improve provisions relating to fire precautions in factories; to impose on the Minister of Labour and National Service the duty of promoting health, safety and welfare in factories; and to revoke Defence Regulation 59, under which the Minister could grant exemptions from the limitations in the Factories Act on the hours of work of women and young persons, and to replace it with more limited powers. The new Act also makes a number of other amendments and additions to the earlier Acts.

The Act increases the maximum fines which can be imposed for contravention of factory law and extends the scope of factory legislation to cover railway running sheds, where running repairs to locomotives are carried out.

The Act may come into effect at the time which the Minister, by order, appoints. The *Ministry of Labour Gazette* reports that many of the new provisions are expected to come into operation on Decem-

ber 1, 1959. Others that involve preparatory work by employers will come into operation later.

Fire Precautions

The main requirements relating to fire precautions in the Factories Act, 1937, deal with means of escape and fire warnings, and cover certain classes of factory only. The 1959 Act amends these requirements and also introduces new provisions with respect to fire prevention and fire fighting.

The duty of examining factory premises and issuing certificates regarding means of escape is transferred from district councils to fire authorities.

Every factory is required to provide and maintain appropriate fire fighting equipment. The Minister may, however, grant exemption from this requirement. He may also prescribe what fire fighting equipment factories must have and provide for its testing or examination.

Fire warnings must be tested at least once every three months, or when an inspector requires. The Minister, however, may provide for a different testing frequency. He may also prescribe the nature of tests or examination of fire warnings. In addition, he may in the case of certain

factories grant exemption from or modify the requirement for the installation of fire warnings.

The new Act provides authority to enable officers of fire authorities to enter and inspect factories for the purpose of assisting the Factory Inspectorate in enforcing provisions concerning fire precautions.

The Minister may require that means be provided in factories to notify the fire brigade of a fire and to ensure that employees know how to use them.

Promotion of Health, Safety and Welfare

Factory legislation has previously tried to protect the health, safety and welfare of workers by imposing responsibilities mainly on the employer. Now, for the first time, the Act specifically requires the Minister to promote health, safety and welfare in factories by collecting and disseminating information and investigating problems in connection with these matters. He is also given authority to establish laboratories and services to assist him in carrying out this responsibility. This requirement provides a specific statutory basis for activities which, to some extent, are being performed already by various committees.

Revocation of Defence Regulation 59

The new Act revokes Defence Regulation 59, which, since 1940, has given the Minister emergency powers to grant exemptions to the provisions of the Factories Act, 1937, in connection with (among other matters) hours of employment of women and young persons, including maximum normal working hours, starting and finishing times, meal and rest intervals, overtime, and employment on Sundays and holidays.

During the emergency period authority to relax provisions of the Factories Act was used extensively to enable women and young persons to start work earlier in the morning and to finish later at night when shift work was introduced. Likewise, this

power was used to enable women to engage in part-time employment in the evening. Relaxations also permitted work on holidays and on Sunday.

The Minister is now given similar powers with respect to hours of employment, but he cannot relax provisions concerning persons under 16 years of age, and he can only grant relaxation in other cases if application is made to him, and then after consultation with those concerned in industry.

Penalties

Higher maximum penalties are imposed for contravention of certain sections of the Act. The additional fine which previously could be imposed if a contravention resulted in injury or death has been abolished, and provision is made for a higher maximum fine if a contravention is likely to cause injury or death.

The new Act repeals the provision whereby the Minister could award to the injured person or his family the whole or part of a fine imposed for a contravention resulting in injury or death.

Where no specific penalty is established, lower maximum fines are provided for contraventions by employed persons than for others.

Other Provisions

The provisions of several other sections of the Factories Act, 1937, have also been amended or strengthened in the new Act, including the following matters: stairs or gangways over vessels containing dangerous substances; hoists, lifts, lifting machines and overhead travelling cranes; safe means of access and safe place of employment; confined spaces which might contain dangerous fumes and lack oxygen; the examination of steam boilers; and the prohibition of lifting, carrying or moving of excessive weights by any person (previously this provision applied to young persons only).

21 U.S. States Raise Jobless Benefits

Increases in maximum unemployment compensation averaging \$5 and \$6 and an increase in the duration of the benefit period have been established in 21 U.S. states.

Iowa granted the largest increase, \$14, from a \$30 maximum to \$44 a week for a worker with a wife and four children. Washington raised its maximum from \$35 to \$42; Hawaii from \$35 to \$45.

The highest paying state still is Alaska, paying \$70 a week. Connecticut pays \$62; Nevada, \$57.50; Michigan, \$55; Wyoming, \$49; and Illinois and New York, \$45 each.

Utah pays benefits for 36 weeks; Wisconsin, 34; Colorado, 32½; New Mexico and Washington, 30 weeks each.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants at end of August down 7 per cent from July and 29 per cent from year earlier, statistics* show. Number of initial and renewal claims and beneficiaries, and benefit payments total also down from month and year earlier

Claimants† for unemployment insurance benefit numbered 210,000 on August 31. This was 7 per cent less than on July 31 and 29 per cent below the total on August 29, 1958. The proportion of males on August 31, at 63 per cent, was unchanged from July 31 but was considerably less than last August, when it was 71 per cent.

The 102,400 initial and renewal claims for benefit in August represented a decline of 16 per cent from July and 27 per cent from the August 1958 total. Initial claims numbering 61,600 were 14 per cent fewer than in July and 18 per cent fewer than in August 1958. Renewal claims numbering 40,800 were 19 per cent fewer than in July and 37 per cent below the number in August 1958.

The average weekly number of beneficiaries was 154,700 during August, 164,800 in July and 223,200 in August 1958.

The average weekly benefit payment was \$20.19 in August, \$20.04 in July and \$20.79 in August 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,423,947 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

At August 31 employers registered numbered 322,062, an increase of 334 since July 31, 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

Enforcement Statistics

During August, investigations conducted by enforcement officers across Canada numbered 5,496. Of these, 3,858 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 110 were miscellaneous investigations. The remaining 1,528 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 161 cases, 68 against employers and 93 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,038.*

Unemployment Insurance Fund

Revenue in August totalled \$20,426,-861.74 compared with \$21,791,667.44 in July and \$20,078,081.64 in August 1958. Benefits paid in August totalled \$13,123,-155.75 compared with \$14,587,217.11 in July and \$19,459,737.42 in August 1958. The balance in the fund on August 31 was \$448,660,846.96; on July 31 it was \$441,-357,140.97 and on August 31, 1958, \$640,-909,350.83.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB—1673, September 2, 1959

Summary of the Main Facts: The claimant, single, 20 years of age, filed an initial application for benefit on April 10, 1959 and was registered for employment as a carpenter's helper. He stated in the application that he had worked as a labourer for a construction company in Yellowknife, N.W.T., at a wage of \$1.60 an hour from March 14, 1959 to April 7, 1959, when he voluntarily left because he could not get along with his boss.

The insurance officer disqualified the claimant from receipt of benefit for the period April 5, 1959 to May 16, 1959 inclusive, because, in his opinion, the claimant had voluntarily left his employment without just cause (section 60 (1) of the Act).

The claimant appealed to a board of referees, contending that he was hired as a truck driver by the construction company on the understanding that he would have to work only three or four days as a labourer and that, after continuing in his employment for almost a month, the company would not give him a job as a truck driver as promised, so he resigned. He contended also that the company hired another man about a week before he resigned and that this man was given work as a truck driver within two or three days.

The local office of the Unemployment Insurance Commission in Edmonton, Alta., wrote a letter to the employer on May 1, 1959, asking him for comments on the claimant's statements regarding his termination of employment. The employer replied on May 5, as follows

In reply to your letter we wish to confirm that the termination of (the claimant) came as a complete surprise. Our foreman was asked to inquire the reason for leaving and was told simply he didn't like it any more. Employment certainly was available to him and we found him satisfactory as far as performance was concerned. We do feel it was irresponsible to terminate. At no time has he ever brought any dissatisfaction to the attention of the foreman or undersigned. The statements made are incorrect.

The claimant attended the hearing of his case by a board of referees in Edmonton on May 15 and confirmed the facts set out in the submission. He told the board that he left a job of taxi driver to take employment with the construction company and that he would have earned 10 cents an hour more if he had been employed as a trucker. The board observed that he did

not attempt to look for other work before terminating his employment nor did he attempt to see anyone concerning his grievance. The claimant said that he had too many bosses and felt that he would only get "the run around".

The majority of the board dismissed the appeal. It took into consideration the Umpire's decisions CUBs 516 and 1124 and was of the opinion that the conditions of the claimant's employment were not intolerable and that, although he may have been disappointed or somewhat dissatisfied at not being hired as a trucker, he should have at least continued in his employment until he secured other work.

In reaching this decision, the majority members also made the following observation: "It is true that the claimant left his previous employment of taxi driver presumably on the promise of being hired as a trucker, but the majority could not ignore the fact that the claimant did not take his grievance to anyone or complain, and that he did continue in the employment of labourer."

The dissenting member of the board of referees expressed the opinion "that the job was misrepresented in the first instance and the substitute job was not acceptable employment within the meaning of the Act". He maintained, therefore, that the claim should be allowed.

The claimant appealed to the Umpire. In his written submission he said he had no new facts to present.

Considerations and Conclusions: The claimant alleges that when he accepted the employment with the construction company, he was given to understand that after working three or four days as a labourer, he would be assigned to the duties of truck driver, which he states carried a wage of 10 cents an hour more than he was paid as a labourer.

While the employer's letter of May 5, herein quoted, does not reveal what the understanding was, if any, regarding the claimant's occupation with the company, he does say, however, that the claimant's statements are incorrect. Moreover, the employer states in the same letter that "at no time has he ever brought any dissatisfaction to the attention of the foreman" and that, when the latter asked the claimant why he was leaving, he said "he didn't like it any more". The claimant, therefore, has not proved to my satisfaction that there was

a definite understanding that he would, after three or four days, be transferred to the job of truckdriver.

I repeat what has been stated in many decisions of the Umpire dealing with similar cases, that a claimant who voluntarily leaves his employment because of a grievance regarding his conditions of employment must, in order to show "just cause" for so doing, exhaust all reasonable means of having his grievance rectified. This the present claimant did not do.

The appeal is dismissed.

Decision CUB—1676, September 14, 1959

Summary of the Main Facts: On March 6, 1958, the claimant filed an initial application for benefit and was registered for employment as a marine engineer. He had worked as a truck driver at a wage of \$1.25 an hour from January 8 to March 4, when he was laid off as the work had been completed. His claim was allowed by the insurance officer.

On April 21, 1958, the claimant started to work as a marine engineer for St. Lawrence Corporation Limited, Woodlands Division, Nipigon, Ont., which company is engaged in lumbering and logging, and worked as such until September 12, 1958, when he was laid off as the rafting season was completed. It is reported that in addition to his salary, the company also agreed to provide room and board during navigation.

On September 17, the claimant filed a renewal application for benefit and stated therein that he had been paid \$480 a month (plus room and board during navigation), and that no monies were received or were to be received by him from the employer following the termination of employment.

On September 19, however, the employer reported that the claimant was paid, in addition to his earned wages to date of separation, \$107.15 vacation pay and \$2,710, being the balance of the \$4,800 "guaranteed wage for rafting season".

In response to a request for further information, the employer, in a letter dated September 24, stated:

...This is to advise that certain of our engineers are guaranteed a salary for a season of ten (10) months. If less than 10 months are required to be worked in a season, the same seasonal salaries apply. The payments, both while working and at termination in the case of (the claimant), covers the calendar year 1958.

When asked to comment on the employer's statement regarding the sum of \$2,710 that he had received following his

separation, the claimant replied on September 26:

I received the rest of a guaranteed wage salary. Therefore I am finished work in this position and looking another position as a marine engineer which entitles me to benefits until such position comes along. I have paid unemployment insurance for the period I worked and now that I have finished work in this position no more stamps will be put in. Other marine engineers have collected unemployment insurance under the same circumstances.

The insurance officer notified the claimant on October 21, that his earnings allocated to each of the weeks in the period September 14, 1958, to February 8, 1959, were determined as \$110.77 and for the week commencing February 15, 1959, as \$92.30. His claim could not be allowed by reason of the amount of these earnings (sections 172 (1) and 173 (1) of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees, stating that the company returned his book, which he had had in his possession since the last day of his employment; that he must be considered as unemployed inasmuch as no stamps had been placed in his book since that time; that he wanted work but had been unable to find any in his occupation as a marine engineer; and that other marine engineers under the same circumstances have collected and still were collecting unemployment insurance benefit.

When submitting the appeal to the board of referees, the insurance office requested the board, pursuant to section 69 of the Act, to consider the question of whether the claimant had proved he was unemployed during the period beginning September 14, 1958, and ending February 21, 1959.

The claimant and his representative, the business agent of the Seafarers' International Union of North America (Canadian District), were present at the hearing of the case before a board of referees in Fort William, Ont., on December 11, 1958. The board noted that during the course of the oral evidence, there was a difference of reply in respect to the question of whether the claimant was subject to recall by the employer, the claimant stating that "he would have to give service up to 10 months at, possibly, extra compensation" whereas the business agent stated "that when the claimant was paid off, he was through". The board, after examining the bargaining agreement and observing a provision therein, viz., "2nd Engineer Officer \$4,800 (10 month season)", which the members of the board considered to mean that the claimant was paid \$480 a month for 10 months service, if required, unanimously found that

the remuneration received did cover a 10-month period beginning April 21, 1958, and ending February 21, 1959. The board unanimously found also that the claimant was subject to 10 months services for remuneration received and, therefore, could not be considered as unemployed.

The Union appealed to the Umpire on January 10, 1959, on the following grounds:

The money received by (the claimant) is a guaranteed wage for the season and cannot be allotted to so much per week or month. Once the work on this tug is finished, then the claimant is finished and receives whatever is left out of this guaranteed wage. The reason for this is that the company cannot get men to take these jobs, so they have to give them extra compensations. This man has went out to work on another job, therefore he must have been laid off of his other job to do this. A bonus or vacation pay, the claimant does not have to wait to collect unemployment insurance benefits. When a salesman is laid off, does he have to tell the Unemployment Insurance how much he made in commissions during the period he worked, so they can tell him he cannot collect benefits until his commission are figured out in extra weeks pay. Other men in the same trade and in other trades with the same circumstances are collecting benefits from Unemployment Insurance so why should I be cut off.

On March 12, the employer, in reply to a request made by the Fort William local office, wrote as follows:

In reply to your letter of March 11, 1959, re the above, we are attaching herewith, a copy of our Agreement with the National Association of Marine Engineers. (The claimant) was employed by us as a 2nd Engineer Officer under this Agreement.

Our answers to your specific questions are:

1. There is no set date for commencement of the rafting season, other than following the spring breakup. If an engineer's services will not be required for the normal rafting season, it is customary for the employer to so notify early in January of that year.

2. In our case, the maximum length of the rafting season would be from April 1st to November 30th.

3. The ten month guarantee is within the calendar year.

As the above quoted appeal to the Umpire involved not only the question of whether the moneys paid to the claimant were properly allocated to the weeks in the period September 14, 1958, to February 21, 1959, but also the question of whether contributions are payable for each of these weeks, the Chief of Coverage Division, Unemployment Insurance Commission, made application, on February 4, 1959, to the Commission for a decision under sections 30 and 41 of the Unemployment Insurance Act on the following:

Whether contributions are payable in respect of a guaranteed wage payment of \$2,710 made by the St. Lawrence Corporation Limited, Nipigon, Ontario to (the claimant) at the end

of the 1958 rafting season; and if so, for what week or weeks such contributions are payable.

Subsequently, the Commission decided, pursuant to section 33 of the Act, to refer the questions referred to in the application to the Umpire for decision and informed the interested parties accordingly.

In a statement of observations produced on May 22, 1959, for consideration by the Umpire, the Chief of the Claims Division of the Unemployment Insurance Commission wrote, in part:

It will be noted in the letter from the employer, (Exhibit 4) dated 24 September, 1958, the statement that the payments "covers the calendar year 1958". The inference is that the contract ends on 31 December, 1958, and does not run for ten months from the date of engagement which in this case was 21 April 1958. It is considered that this is an illogical inference as it would mean the employee was being paid at the end of the "rafting season" for a period of time prior to his engagement. If however, it is determined that the contract does, in fact, end on 31 December, 1958, then it is submitted the decision of the board of referees is applicable at least until that date, and in such event, the direction of the Umpire is respectfully requested as to whether the balance of the claimant's earnings should be allocated to a period immediately prior to the date of engagement, i.e. 21 April, 1958.

Considerations and Conclusions: The evidence shows that in 1958, the claimant's services commenced on April 21 and terminated on September 12.

The contract of service of marine engineer officers of the claimant's classification is for the duration of the rafting season in any calendar year and the salary that is guaranteed, i.e., \$4,800 (plus room and board during navigation), is for any such season. There is no set date for the commencement nor the termination of the rafting season; it commences following the spring break-up and terminates, in the case of any particular employee, when the work which has been assigned to him by his employer is completed, but in the event that the rafting season should extend beyond 10 months or the end of the calendar year, new arrangements as to additional remuneration over and above \$4,800 would have to be entered into.

The duration of the rafting season is not necessarily 10 months. It may be less, depending upon the nature and the amount of the rafting work to be performed at a given employer. It could possibly be more, if perchance the rafting season opened some time in February. In the case of the St. Lawrence Corporation Limited, for example, the "maximum length" of the rafting season is not expected to exceed eight months in any calendar year, but in 1958

(Continued on page 1207)

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 236 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 240 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	101	\$606,084.00
Post Office	18	\$225,661.51
RCMP	3	\$ 19,410.66

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during September

During September the sum of \$1,796.16 was collected from nine contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 80 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Corner Brook Nfld: Saunders, Howell & Co Ltd, alterations to Forest Biology Laboratory. *College Bridge Marsh N B:* Armco Drainage & Metal Products of Canada Ltd, repairs to aboiteau structure. *Ottawa Ont:* Diblee Construction Co Ltd, patching, oiling & paving roads, yards & parking areas, CEF; Andrews Bros Construction (Ottawa) Ltd, replacement of poultry house "D", CEF. *Indian Head Sask:* A Brian Campbell & Sons Ltd, extension to Agronomy Storage Bldg, Experimental Farm. *near Outlook Sask:* Bird Construction Co Ltd, construction of observation & display bldg on South Saskatchewan River Project. *Lethbridge Alta:* McCallum's Holdings Ltd, paving of road, Research Station. *Kamloops B C:* Taylor & Son Ltd, construction of implement shed, Entomology Laboratory.

Central Mortgage and Housing Corporation

Gander Nfld: Conniston Construction Co Ltd, site improvement & planting (6/57). *St John's Nfld:* Newhook & Morgan Engr Ltd, repairs to housing units (VR 1/49). *Amos Que:* Real Alarie, *exterior painting of houses; Yvon Gauthier Engr, *interior painting of houses. *Montreal Que:* J Hayart, *interior painting of stairways, Villeray Terrace; Maurice Tousignant, *exterior painting (Project 12, Paraplegic). *London Ont:* G Barker Construction Ltd, construction of housing units (FP 4/57). *Pembroke Ont:* T Wojdacki, *exterior painting of houses (1/54). *Sarnia Ont:* Hentry Branham, *maintenance service (Vets 8). *Woodstock Ont:* Froggett & Vandermout, exterior painting of houses. *Edmonton Alta:* Poole Construction Co Ltd, construction of stage 4 school extension with special auditorium (DND 12/59).

Department of Citizenship and Immigration

Eskasoni Indian Agency N S: Stephens Construction Ltd, reconstruction of pump house & installation of equipment, Eskasoni Indian Reserve. *Caughnawaga Indian Agency Que:* Florent & Lucien Philie, construction of garage, Caughnawaga Village. *Clandeboyne Indian Agency Man:* North American Lumber & Supply Co Ltd, construction of Assistant superintendent's residence, Pine Falls. *Norway House Indian Agency Man:* Bubbs Electric, supply & installation of diesel electric power plant & electrical wiring at Saggitawack. *Lesser Slave Lake Indian Agency Alta:* Engineered Bldgs (Calgary) Ltd, construction of community hall, Sucker Creek Indian Reserve. *Cowichan Indian Agency B C:* Quast & Walmsley Construction Co Ltd, installation of fire escapes, Kuper Island IRS. *Kamloops Indian Agency B C:* Moore Electric, supply & installation of diesel electric set & construction & wiring of power house, Neskainlith Day School. *Stuart Lake Indian Agency B C:* Combined Electric, alterations to electrical distribution centre, Lejac IRS.

Defence Construction (1951) Limited

Cut Throat Island Labrador: The Tower Co Ltd, tacan installations. *Gander Nfld:* Conniston Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station. *St Anthony Nfld:* The Tower Co Ltd, tacan installations. *Summerside P E I:* Dominion Steel & Coal Corp Ltd, erection of security fencing, Armament Area, RCAF Station. *Cornwallis N S:* Dominion Atlantic Railway Co, *railway spur to Central Heating Plant, HMCS *Cornwallis*. *Dartmouth N S:* Trynor Construction Co Ltd, construction of reservoir & rehabilitation of water supply system, HMCS *Shearwater*. *Greenwood N S:* O V Kennedy & Son Ltd, drilling, testing, development & capping of rock well, RCAF Station. *Renous N B:* Wheaton Construction Co Ltd, extension of traverse, bldgs 1 & 2. *St Johns Que:* Conniston Construction Co Ltd, restoration of earthworks, landscaping, roadwork & drainage, College Militaire Royal de St Jean; R Desrosiers & Frere Ltee, supply & erection of structural steel for hospital, RCAF Station. *Seven Islands Que:* Beaudet & Fils Inc, tacan installations. *Churchill Man:* Kaiser-McNamara Tower, construction of HF DF AN/GRD 501 site installation, RCNRS. *Rivers Man:* Canadian Pacific Railway Co, *rail spur to bulk fuel storage compound. *Winnipeg Man:* Maple Leaf Construction Ltd, asphalt surfacing of existing gravel surfaced parking area, RCAF Station. *Calgary Alta:* Conniston Construction Co Ltd, construction of sports field, Camp Sarcee; McEwan Plastering Co Ltd, repairs to stucco work, Administration Bldg, Camp Sarcee. *Ralston Alta:* Seaman Engineering & Drilling Co Ltd, drilling of three natural gas wells & installation of transmission lines to existing system. *Near Fort St John B C:* McMahon Construction & Development Co Ltd, correction of slide, Taylor Hill, Northwest Highway System. *Fort Nelson B C:* Poole Construction Co Ltd, construction of tacan bldg, foundations for tower & access road. *Sandspit B C:* Moore Electric, construction of tacan bldg, foundations for tower & access road. *Whitehorse Y T:* Dawson & Hall Ltd, tacan installations.

Building and Maintenance

Summerside P E I: Johnston's (Sheet Metal Workers), conversion of gravity furnaces to forced air in 149 PMQs, RCAF Station. *Greenwood N S:* Louis Donolo Inc, construction of concrete reservoir, RCAF Station. *Sydney N S:* Municipal Ready Mix Ltd, surfacing of roads, etc, RCAF Station. *Moncton N B:* Rayner Construction Ltd, resurfacing & reconstruction of main roads, RCAF Station. *Bagotville Que:* J J Riverin Ltd, construction of parking areas, RCAF Station. *Barriefield Ont:* Donald M Hawkins Ltd, interior painting of bldgs B28 & B29. *Moose Jaw Sask:* Freoschl & Heisler Ltd, replacing of concrete apron, Hangar No 6, RCAF Station. *Watson Lake Y T:* Permasteel Engineering Ltd, supply & erection of prefabricated garage, Mile 635.

Department of Defence Production

Beaverbank N S: Municipal Spraying & Contracting Ltd, seal coating & patching of roads, RCAF Station. *Dartmouth N S:* Halifax Heating & Air Conditioning Co, installation of air conditioning system in simulator room, Bldg No 116, RCN Air Station, *Shearwater*. *Halifax N S:* T Hogen & Co Ltd, retubing boiler & renewing stays in heating plant, Central Victualling Depot; Foundation Maritime Ltd, shingling walls & repairs to Admiral's Residence, Lorne Terrace; F W McNally, renewing hot water return main of heating system on basement floor, Bldg S-12, HMCS *Stadacona*. *Longueuil Que:* Campbell Gilday Co Ltd, re-roofing & repairs to flashings at Naval Armament Depot. *Montreal Que:* Morin & Plante Co Ltd, repairs to roof at Longue Pointe Ordnance Depot, 6769 Notre Dame St East. *Seven Islands Que:* Les Carrieres de Sept Iles Inc, construction of station entrance road, RCAF Station, Moisie. *Valcartier Que:* J E Audet Soudures Inc, repairs to water tank at Camp. *Camp Petawawa Ont:* H J McFarland Construction Co Ltd, laying asphalt surface over concrete curbs along Moreuil Wood & Festubert Blvd. *Clinton Ont:* Toten Construction Co Ltd, reinforcing defective glulam half arches, Protestant Chapel, RCAF Station. *Kingston Ont:* Irving-Harding Ltd, supply & relocation of exhaust fans & hoods & other incidental work, "C" Block, Officers' Mess, CSAC. *Mount Hope Ont:* Maple Leaf Roofing, re-roofing of bldgs No A38, A39 & A13, RCAF Station. *Orleans Ont:* Wm D'Aoust Construction Ltd, repairing concrete test course No 1 at Vehicle Proving Grounds, Montreal Road. *Shilo Man:* Crane Bros, interior painting of 33 PMQs. *Winnipeg Man:* Red River Construction Co Ltd, installation of waterline, including excavation, supply & laying of piping & valves, backfilling & repaving of asphalt areas, RCAF Station; J Kleinfelder Construction Co Ltd, supply & construction of drain & catch basin, removal of top soil & compact sub soil, etc, 16 ROD Compound,

Selkirk Lines. *Moose Jaw Sask*: J W Carruthers, repairs to Central Heating Plant. *Prince Albert Sask*: Fire Fighting Equipment Co, installation of carbon dioxide fire protection system for power supply enclosures at DRTE Radar Laboratory. *Edmonton Alta*: Haddow & Maughan Ltd, alterations to heating & ventilating systems, Armouries. *Sea Island B C*: Continental Painters & Decorators, painting of 40 PMQs, RCAF Station.

National Harbours Board

Halifax N S: Truscon Steel Co of Canada Ltd, replacement of landside doors, Shed 21; The Canada Gunitite Co Ltd, gunitite repairs to substructure, Pier No 2, Deep Water Terminals; Standard Paving Maritime Ltd, paving areas at Pier 2, Deep Water Terminals. *Montreal Que*: J G Fitzpatrick Ltd, construction of shed 62-65 extension; Miron Construction Ltd, supply & placing of fill at Sections 94-96. *Quebec Que*: J & E Hall (Canada) Ltd, installation of blast freezer, cold storage warehouse. *Three Rivers Que*: Germain & Frere Ltee, re-roofing of shed No 16. *Vancouver B C*: Hydraulic Service & Equipment Co Ltd, supply & installation of cargo cranes, Centennial Pier; J & E Hall (Canada) Ltd, installation of refrigeration & ice manufacturing equipment, cold storage plant; Fownes Construction Co Ltd, supply & installation of water mains, Centennial Pier; Mainland Metal Products Co Ltd, installation of dust collecting system in Shipping Gallery, No 3 Elevator.

National Research Council

Algonquin Park Ont: R G Reinke Sons Ltd, construction of power house, radiometer bldg & staff house at Lake Traverse. *Ottawa Ont*: Paul D'Aoust Construction Ltd, construction of foundations for boathouse, Montreal Road Laboratories; J R Statham, modifications to MacKay Street bldg; Andrews Bros Construction (Ottawa) Ltd, construction of boathouse—Model Turning Basin, Montreal Road Laboratories. *Springhill Ont*: A Bruce Benson Ltd, construction of transmitter bldg.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: Gleason Williams & J A Murphy, construction of six bldgs. *Annapolis N S*: Clarence B Allen, construction of garage, Fort Anne National Historic Park. *Baddeck N S*: G L Aker, *masonry repairs & construction of patio, Alexander Graham Bell Museum; Trynor Construction Co Ltd, paving of entrance road & parking area, placement of concrete curb & gutter & auxiliary work, Alexander Graham Bell Museum. *St. Lawrence Islands National Park Ont*: A F Simpson, excavation for boathouse, Mallorytown Landing. *Riding Mountain National Park Man*: John Weidacher & Son, plastering & stucco work in house. *Fort Battleford Sask*: N C Anderson, *construction of addition to combined administration bldg & custodian's residence. *Prince Albert National Park Sask*: Botting & Dent Ltd, installation of plumbing, heating & electrical work for staff bldg. *Yoho National Park B C*: Imperial Builders Ltd, construction of central service garage, storage bldg & workshop bldg at Boulder Creek Compound & townsite warden's residence at Field. *Fort Smith N W T*: Yukon Construction Co Ltd, installation of refrigeration & mechanical services, Freezer Bldg.

Department of Public Works

Hampden Nfld: A T White, construction of wharf & shed. *St John's Nfld*: Malcolm McPhee, harbour improvements (demolition of bldg & wharves). *Darnley Bridge P E I*: County Construction Co Ltd, wharf extension. *Berwick N S*: Malcolm L Wallace, additions & alterations, federal bldg. *Broad Cove N S*: Mosher & Rawding Ltd, breakwater repairs (west). *Cape Negro N S*: Colin R MacDonald Ltd, construction of wharf. *Margaree Harbour N S*: J Craig MacDonald & Donald F MacKeigan, repairs to east breakwater. *Pictou N S*: Mosher & Rawding Ltd, repairs to pier (Old Pier "C"). *Pondville N S*: J Craig MacDonald & Donald F MacKeigan, breakwater repairs. *Port Hawkesbury N S*: Allister MacInnis, wharf repairs. *Sandford N S*: Clare Industries Ltd, breakwater repairs. *Seal Island N S*: Continental Construction Co Ltd, harbour repairs & improvements. *Tatamagouche N S*: Albert E Whidden, construction of RCMP detachment quarters. *West Arichat N S*: Colin R MacDonald Ltd, breakwater reconstruction. *Black's Harbour N B*: Diamond Construction (1955) Ltd, wharf repairs. *Burnt Church N B*: Jacques St Coeur, construction of retaining wall. *St Simon N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Anse au Griffon Que*: McCallum & LeBlanc Reg'd, replacement of wall. *Cloridorme Que*: Marc Bernatchez, training pier reconstruction. *Fryer's Island Que*: Edgar Milot Inc, painting of steelwork of Fryer's Island Control dam.

Gascons Ouest (Anse à la Barbe) Que: Ludger English & Philippe Roy, wharf improvements. *Kegaska Que:* Gulf Maritime Construction Ltd, construction of wharf. *Lac Megantic Que:* Henri Louis Martel, construction of retaining wall. *Riviere du Loup Que:* Tracy Construction Inc, wharf enlargement. *Ste Anne des Monts Que:* Theodose Pelletier, repairs & wharf improvements (asphalt paving). *Ste Flavie Que:* Emile St-Pierre, wharf repairs. *St Irenee Que:* Philias Dufour, wharf repairs. *St Joachim de Tourelle (Quinze Collets) Que:* Rene J Therien & Omer Cloutier, wharf repairs; Theodose Pelletier, construction of landing. *St Ours Que:* Danis Construction Inc, construction of retaining wall. *St Siméon West Que:* J P Boileau, wharf repairs. *Sept Iles (Pointe aux Basques) Que:* H J O'Connell Ltd, construction of asphalt pavement. *Sorel Que:* Lucien Lachapelle Ltée, construction of retaining wall. *Collingwood Ont:* Ontario Marine & Dredging Ltd, breakwater repairs. *Cornwall Ont:* F E Johnston Drilling Co Ltd, *boring survey. *Desbaretts Ont:* Samson Construction Ltd, wharf repairs. *Fort William Ont:* Speckert-Morris Ltd, construction of new harbour terminal (Stage 2). *Hamilton Ont:* King Paving Co Ltd, harbour repairs & improvements, Burlington Beach Wharf, Stage 1. *Meaford Ont:* W A Skinner, waling replacement. *Ottawa Ont:* L A Legault & Son Co Ltd, supply & installation of buzzer equipment for third floor & special buzzer cables throughout bldg, Dept of Public Works Testing Laboratory, Riverside Drive; A Bruce Benson Ltd, alterations to Testing Laboratory, Tunney's Pasture; Leopold Beaudoin Construction Ltd, alterations to plumbing, fire protection system & cafeteria, Phase 4, Jackson Bldg; Thomas Gregoire, general redecoration throughout basement area of Centre Block, Parliament Hill; L Beaudoin Construction Co Ltd, alterations & repairs, Woods-Canadian Bldg, Elgin & Slater Sts; Rene Cleroux, supply & installation of new steam coil, piping controls & modifications to existing duct dampers, Postal Terminal Bldg, Besserer St; L A Legault & Son Co Ltd, supply & installation of buzzer system & electrical power outlets & related work, Geological Survey Bldg, 601 Booth St. *St Clair River near Port Lambton, Sombra & Courtright Ont:* Walter Shan, removal of old timber piles. *Toronto Ont:* Steven Kovacs, alterations to Tamblyn Bldg; Ruliff Grass Construction Co Ltd, construction of DPW boathouse. *Whitby Ont:* Canadian Dredge & Dock Co Ltd, harbour improvements (west protection breakwater). *Portage la Prairie Man:* W & G Ellwood, construction of duplex residence. *Rosburn Man:* Harry Komhyr, construction of RCMP detachment quarters. *The Pas Man:* Macaw & MacDonald Ltd, harbour improvements. *Winnipeg Man:* Claydon Co Ltd, freight elevator replacements & renovations, Customs Examining Warehouse. *Avonlea Sask:* C & S Construction Co Ltd, construction of RCMP detachment quarters. *Kamsack Sask:* Freoschl & Heisler Ltd, construction of RCMP detachment quarters. *Rose Valley Sask:* Emil Boyko (Watson Lumber Co), construction of RCMP detachment quarters. *Lethbridge Alta:* Glen Little, construction of waterworks & workshop, Veterinary Research Station. *Manyberries Alta:* Oland Construction (1959) Ltd, construction of duplex dwelling, Range Experimental Station. *Crescent Valley B C:* Imperial Builders Ltd, construction of RCMP detachment quarters. *Fernwood B C:* Victoria Pile Driving Co Ltd, approach reconstruction. *Gibsons Landing B C:* Imperial Builders Ltd, construction of RCMP detachment quarters. *Nanaimo B C:* Alby's Roofing & Insulation Co Ltd, installation of new flooring & roofing, Indian Hospital. *North Vancouver B C:* Porr of Canada Ltd, construction of one classroom school, Capilano No 5, Vancouver Indian Agency. *Zeballos B C:* West Coast Ventures Ltd, construction of boat harbour. *Fort Smith N W T:* Northgate Construction Co Ltd, construction of federal & RCMP Housing (1959-1960 program). *Dawson Y T:* Poole Construction Co Ltd, construction of bridge over Pelly & Stewart Rivers, Whitehorse-Dawson Highway.

Contracts Containing the General Fair Wages Clause

St John's Nfld: E F Barnes Ltd, repairs to Dredge No 400. *Sydney Mines N S:* H Hawkins, installation of new chain link fence, federal bldg. *Richibucto N B:* Denis LeBlanc, dredging. *Hull Que:* Wilfrid D St Cyr, plumbing repairs, new Printing Bureau; W M Morgan & Son, plumbing repairs, new Printing Bureau. *Longue Pointe de Mingan Que:* Verreault Navigation Inc, dredging. *Montreal Que:* Richard & B A Ryan Ltd, installation of suspended ceilings, National Film Board Bldg; Kredl Roofing Corporation, replacement of roof, 1631 Delorimier Ave; Beaver Asphalt Paving Co Ltd, resurfacing of parking area, National Film Board Bldg. *Cedar Beach Ont:* Detroit River Construction Ltd, dredging. *Kingston Ont:* James Kemp Construction, construction of retaining wall, Customs Office. *Ottawa Ont:* Dominion Sound Equipment Ltd, installation of acoustic

tile ceilings, Bureau of Statistics, Tunney's Pasture; Tim G McCarthy Co, plumbing repairs, Food & Drug Bldg, Tunney's Pasture; Artistic Painting & Decorating Construction, repainting exterior of various bldgs, Tunney's Pasture; Standard Plumbing & Heating, installation of new boiler, Animal Laboratory, Experimental Farm; Providence Plumbing & Heating Ltd, plumbing repairs, Administration Bldg, 555 Booth St; L Beaudoin Construction Co, installation of overhead doors, Mines & Technical Surveys Bldg, 552 Booth St; Thomas Gregoire, repairs to skylights, etc, Veterans Affairs Bldg, Wellington St; Canartic Refrigeration Ltd, supply & installation of air conditioning units, Campeau Bldg; Consolidated Glass Industries Ltd, general repairs, Postal Station "B"; Glebe Electric Ltd, electrical repairs, East Block, Parliament Bldgs; W J Carson Ltd, recaulking exterior windows & replacing broken glass, Centre Block, Parliament Bldgs; L Beaudoin Construction Ltd, general repairs, Central Heating Plant, Cliff St; Otis Elevator Co, elevator repairs, Holden Bldg; Canartic Refrigeration Ltd, supply & installation of air conditioning units, Veterans Affairs Bldg, Wellington St; Safeway Scaffolding & Equipment, erection of bleachers for unveiling of Artillery Memorial, Major's Hill Park; John Colford Contracting Co, installation of new coils, steam traps, etc, Fuel Testing Laboratory.

Peterborough Ont: Peterborough Floor Coverings & Glass Ltd, repairs to windows, federal bldg. *Wheatley Ont:* Ontario Marine & Dredging Ltd, dredging. *Whitby Ont:* McNamara Marine Ltd, dredging. *Vancouver B C:* Cosmos Co Ltd, exterior cleaning, federal bldg; Robert Kennedy, exterior cleaning, Agriculture Bldg.

St. Lawrence Seaway Authority

Beauharnois Que: Dominion Steel & Coal Corp Ltd, erection of chain link fencing for fender bascule recesses at Lower Beauharnois Lock. *Lachine Section Que:* J M Langlois Inc, construction of dyke protection, Station 885+00 to 892+40. *Montreal Que:* Bau-Val Inc, treatment of shoulders, Victoria Bridge highway approach system. *Soulanges Section Que:* Mohawk Chemicals Ltd, improvement to highway tunnel, Lower Beauharnois Lock.

Department of Transport

Cape Spear Nfld: Avalon Construction & Engineering, construction of Marine Radio Beacon Bldg. *Halifax N S:* The Ellis-Don Ltd, construction of various bldgs & related work, Kelly Lake; A D Ross & Co Ltd, construction of power distribution system at Halifax International Airport. *New Glasgow N S:* Kay Contracting Ltd, reshaping & reseeding of runway 11-29, Trenton Airport. *Sydney N S:* Municipal Ready-Mix Ltd, additional development of Airport. *Yarmouth N S:* Desire Le Blanc, extension & alterations to air terminal bldg, Airport. *Cap Chat Que:* Roger Gagne & J B Carrier, construction of single dwelling & demolition of existing dwelling & barn. *Cartierville Que:* Highway Paving Co Ltd, additional development of Airport. *Mont Joli Que:* F Belanger & J L Guerette Enr, construction of power house. *Montreal Que:* Timmins Aviation Ltd, *modernizing radio equipment, Airport; G M Gest Ltd, construction of power & control duct system & installation of power cables, Airport. *Fort William Ont:* Sillman Co Ltd, construction VHF Omni Range Bldg, Lakehead Airport. *North Bay Ont:* McNamara Construction Ltd, additional development of Airport. *Winnipeg Man:* Central Canada Construction Co Ltd, installation of MI taxiway lighting, Airport. *Estevan Sask:* Asphalt Services Ltd, seal coating of runways & taxiways, Airport. *Regina Sask:* North West Electric Co Ltd, installation of MI lighting on taxiway parallel to 12-30, Airport; Wappel Concrete & Construction Co Ltd & South Construction Co Ltd, additional development of Airport. *Edmonton Alta:* Horton Steel Works Ltd, erection of steel elevated water storage tank, heating facilities, concrete footings, etc & vault associated piping & other works, International Airport. *Grande Prairie Alta:* D & B Bldg Contractors, rehabilitation of bldg 407, Airport. *Wetaskiwin Alta:* C Burrows Construction Ltd, addition to monitoring station. *Comox B C:* Sorensen Construction Co Ltd, enlarging of aircraft parking area. *Sandspit B C:* General Construction Co Ltd, additional development of Airport. *Frobisher Bay N W T:* Bedard-Girard Ltd, overhead power distribution. *Aishihik Y T:* Wirtanen Electric Co Ltd, replacement of poles on transmission line to transmitter & radio range, Airport. *Snag Y T:* Whitehorse Construction, construction of metal services bldg & related work, Airport.

PRICES AND THE COST OF LIVING

Consumer Price Index, October 1959

The consumer price index (1949=100) advanced 0.7 per cent from 127.1 to a record 128.0 between September and October.* It was the third successive month in which a new high has been reached.

The October index is a full two points above the index one year earlier.

Although all five group indexes contributed to the latest rise, a further seasonal increase of 1.5 per cent in food prices accounted for most of it; increases in the other four groups averaged 0.3 per cent.

The rise in the food index from 122.4 to 124.2, as in the July-September period, was largely seasonal and placed the October 1959 food index less than 1 per cent above the October 1958 level. A sharp seasonal gain in egg prices which normally occurs in late summer combined with usual seasonal price advances for fresh tomatoes and lettuce. Milk prices increased a cent a quart in some Ontario cities to produce the first price change in this item in nearly two years. While potato prices were lower they remained above October levels of recent years. Other fresh vegetables were off slightly and beef and pork prices were steady.

A rise of 0.6 per cent in the clothing index from 109.8 to 110.5 reflected prices of new season's lines of women's and girls' winter coats and girls' snow suits, up from last season's year-end levels. Some small price increases occurred in other lines and footwear prices continued to edge upwards.

The household operation index increased 0.2 per cent from 123.1 to 123.4. Appliance prices were mixed as new models started to appear on the market. Refrigerators, electric stoves and irons were lower, washing machines and vacuum cleaners somewhat higher. Price changes on furniture were attributable to a rise in prices from the previous month's sale levels. Price increases also occurred on such household items as light bulbs, soap flakes, dishes and brooms.

The other commodities and services index was up 0.2 per cent from 135.2 to 135.5 following slight scattered increases.

The index one year earlier (October 1958) was 126.0. Group indexes on that date were: food 123.4, shelter 139.6, clothing 109.9, household operation 121.3, and other commodities and services 131.8.

City Consumer Price Index, September 1959

Eight of the ten regional consumer price indexes (1949=100) advanced between August and September*. Increases ranged from 0.2 per cent in Saint John to 1.0 per cent in Edmonton-Calgary. Indexes were down 0.1 per cent in Halifax and 0.9 per cent in St. John's.

Movements in the food indexes were similar to those in the total indexes: foods were up in all cities except St. John's and Halifax. Increases ranged from 0.2 per cent in Saint John to 2.4 per cent in Montreal and Vancouver. The Halifax food index declined 0.5 per cent while that for St. John's decreased 3.0 per cent.

Shelter indexes showed mixed results: they were up in five regional cities, down in two cities and unchanged in the remaining three. Clothing indexes were higher in eight cities and down in two. Household operation indexes were unchanged in two cities but rose in seven of the other eight regional cities, with the Ottawa index down fractionally. The other commodities and services index declined in six of the ten regional cities, was unchanged in one city and rose slightly in the remaining three.

Regional consumer price index point changes between August and September were as follows: Edmonton-Calgary +1.2 to 124.0; Vancouver +1.1 to 128.3; Montreal +0.9 to 127.8; Saskatoon-Regina +0.7 to 124.2; Toronto +0.6 to 129.4; Winnipeg +0.5 to 123.9; Ottawa +0.4 to 127.6; Saint John +0.2 to 128.3; St. John's -1.1 to 114.9†; Halifax -0.1 to 126.3.

Wholesale Price Index, September 1959

The general wholesale index (1935-39=100) was practically unchanged between August and September, moving fractionally from 230.8 to 230.9, which is 1.5 per cent above the September 1958 index of 227.4. Three of the eight major groups increased, four were lower and one was unchanged.

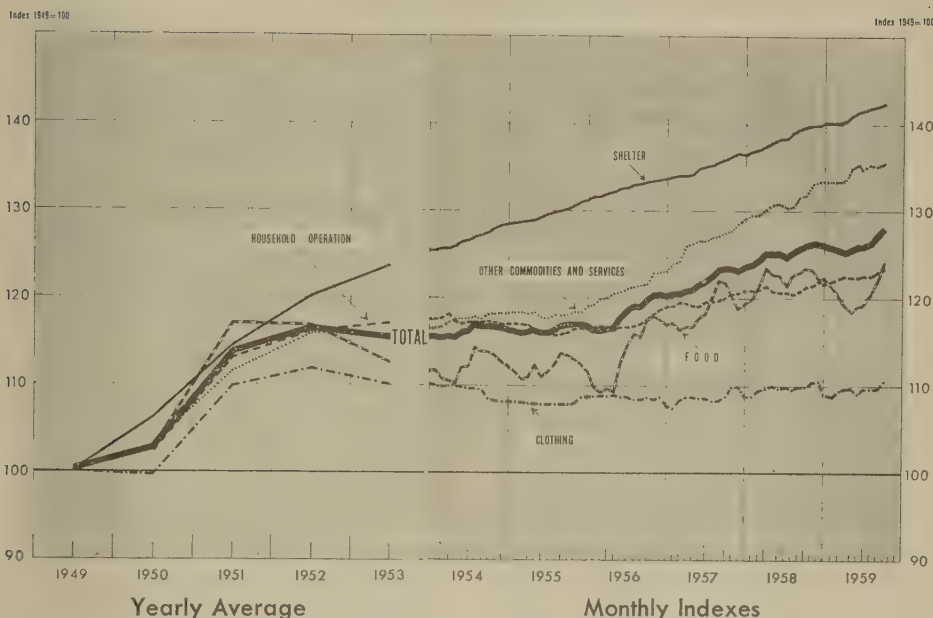
The animal products group increased by 1.0 per cent from 256.1 to 258.6, the non-ferrous metals group 0.2 per cent from 173.0 to 173.3, and the chemical products group 0.2 per cent from 187.3 to 187.7.

* See Table F-1 at back of book.

* See Table F-2 at back of book.

† On base June 1951=100.

CONSUMER PRICE INDEX



The vegetable products group declined by 0.8 per cent from 199.3 to 197.7 in response to sharply lower prices for potatoes and onions; price decreases of lesser amounts occurred for canned vegetables and dried fruits. The textile products group declined 0.2 per cent from 228.7 to 228.3; the wood products group and the non-metallic minerals group eased slightly. Iron products showed no change during the month.

The index of Canadian farm products prices (1935-39=100) between August and September declined from 221.9 to 219.0. The field products index dropped from 169.0 to 161.0 but the animal products index rose from 274.9 to 277.0.

The residential building materials price index (1949=100) declined 0.2 per cent between August and September, from 130.5 to 130.2. The non-residential building materials price index increased from 131.8 to 131.9.

U.S. Consumer Price Index, September 1959

The United States consumer price index (1947-49=100) rose to another record between mid-August and mid-September, at which time it reached 125.2, up 0.3 per cent from 124.8 a month earlier. At mid-September 1958 the index was 123.7.

The U.S. index, now 1.2 per cent higher than a year earlier, has risen in five of the past six months; it dipped slightly in August from the previous record of 124.9 set in July.

U.K. Index of Retail Prices, August 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained stationary at 109.0 between mid-July and mid-August. A year earlier, at mid-August 1958, it was 108.3. From that point it rose to 110.4 in January this year but has dropped every month since, except in June, when it took a slight spurt to 109.3.

The average collective bargaining agreement negotiated in the United States in the first half of 1959 provided wage increases of roughly 4 per cent plus improved fringe benefits, an AFL-CIO study reveals. The study was based on U.S. Department of Labor statistics involving major settlements—those affecting 1,000 or more workers—during the first half of the year.

The majority of the wage increases ranged between 7 and 12 cents an hour, or from 3 to 5 per cent. The report forecast larger increases for the second half of 1959.

Weighting in the report was on the low side since there were few negotiations in the higher-wage, heavy goods industries.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 133

Annual Reports

1. ALBERTA. BOARD OF INDUSTRIAL RELATIONS. *Bulletin on the Board's Activities, January 1 to December 31, 1958*. [Edmonton, 1959] Pp. 117.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report, Year ended December 31, 1958*. [Victoria?] Queen's Printer, 1959. Pp. 44.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Strikes and Lockouts in Canada, 1957*. Ottawa, Queen's Printer, 1959. Pp. 27.

4. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Report for the Year 1958*. London, HMSO, 1959. Pp. 149.*

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *America and the World, Comparisons-Projections*. Prepared for the 43rd Annual Meeting of the Conference Board, May 21, 22, 1959. New York, 1959. Pp. 31.

6. ONTARIO. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1958*. Toronto, Queen's Printer, 1959. Pp. 107.

7. QUEBEC (PROVINCE). WORKMEN'S COMPENSATION COMMISSION. *Thirty-first Annual Report, 1958*. [Quebec, 1959] Pp. 16, 16. English and French.

8. TRADES UNION CONGRESS. *What the TUC is doing, 1959*. London, 1959. Pp. 44.

9. U.S. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Annual Report, 1958*. Washington, GPO, 1959. Pp. 225-252.

Business

10. SEMON, THOMAS T. *Practical Business Use of Government Statistics*. Washington, GPO, 1959. Pp. 31.

Contents: Government Statistics. Markets. Competition and Product Information. How to read Statistics. Where to find the Data.

11. U.S. CONGRESS. HOUSE. SELECT COMMITTEE ON SMALL BUSINESS. *Definition of "Small Business" within Meaning of Small Business Act of 1953, as amended. Hearings before Subcommittee No. 2 of the Select*

Committee on Small Business, House of Representatives, Eighty-fifth Congress, Second Session, pursuant to H. Res. 56... Washington, GPO, 1959. Pp. 300.

Hearings held May 27-June 25, 1958.

The hearings deal with the definitions of small business set forth by the U.S. Small Business Administration and which are used by other Government agencies in connection with loan and procurement assistance to smaller firms.

Collective Bargaining

12. LABOR RELATIONS CONFERENCE, WEST VIRGINIA UNIVERSITY. 7TH, 1957. *Contemporary Issues in Collective Bargaining and Grievance Handling. Proceedings of the Seventh Annual Labor Relations Conference, April 12-13, 1957...* [Morgantown, Institute of Industrial Relations, West Virginia University, 1957?] Pp. 74.

The three topics discussed were employee security through collective bargaining, the role of government in labor-management relations, and arbitration of grievances.

13. RIEGEL, JOHN WALLACE. *Collective Bargaining as viewed by Unorganized Engineers and Scientists*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1959. Pp. 105.

Twenty-seven of 264 non-supervisory engineers and scientists interviewed were in favour of collective bargaining. Cites opinions of those in favour of or against collective bargaining and unionization for engineers and scientists.

Economic Conditions

14. ONTARIO. DEPARTMENT OF ECONOMICS. *Georgian Bay Region; an Economic Survey*. [Toronto, n.d.] Pp. 40.

15. ONTARIO. DEPARTMENT OF ECONOMICS. *Lakehead-Northwestern Ontario Region; Economic Survey*. Toronto, 1959. Pp. 96.

16. ONTARIO. DEPARTMENT OF ECONOMICS. *The Northeastern Ontario Region*. Toronto, 1958. Pp. 82.

17. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1957-58. Supplement to World Economic Survey, 1958*. New York, 1959. Pp. 104.

18. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1958*. New York, 1959. Pp. 298.

Employment Management

19. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Tools of the Personnel Profession*. Washington, 1959. Pp. 10.

Contents: Written Sources of Information. Securing Information through Consultation. Exchanging Information with Other Executives and Company. Professional Organizations, Meetings and Self-Development.

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Automobile Allowances for Sales Personnel*, by Nicholas L. A. Martucci. New York, 1959. Pp. 43.

"This report analyzes the results of a survey of automobile allowance practices and procedures applicable to sales and marketing employees-salesmen and sales supervisors." Information was collected during the summer and fall of 1958 from 322 manufacturers in the U.S.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Medical and Health Programs*, by Doris M. Thompson. Rev. ed. New York, 1959. Pp. 60.

Based on information supplied by 278 companies in the U.S. and Canada.

Contents: Why a Company Health Program? Setting the Basic Policy. The Scope of Company Medical Services. Who provides the Service? The Medical Unit in the Organization. Physical Layout and Equipment.

22. URWICK, LYNDALE. *Personnel Management in Perspective; Suggestions on the Correct Place of Personnel Activities in Business Organization*. London, Institute of Personnel Management, 1959. Pp. 23.

The author discusses employee morale, the worker's desire for social approval, job satisfaction, among other topics. This pamphlet is based on a talk given to the Personnel Association of Toronto on April 17, 1958.

Industrial Relations

23. BAL, MARCEL BOLLE DE. *Relations humaines et relations industrielles*. Bruxelles, Université libre de Bruxelles, Institut de Sociologie Solvay, 1958. Pp. 146.

In a comparison between the values of human relations and industrial relations the author concludes that industrial relations accomplish more for the worker's welfare than human relations.

24. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The Personnel-Industrial Relations Function*. Washington, c1959. Pp. 13.

Contents: Functions and Organization of the P-IR Department. What the P-IR Executive is called. Status, Authority and Responsibilities of the P-IR Executive. Salaries, Cost and Personnel Ratios. Evaluating the P-IR Function. Main P-IR Problem of the Coming Year.

25. CONFERENCE FOR INDUSTRIAL RELATIONS EXECUTIVES, MACKINAC ISLAND, MICH., 1957. *The Emerging Environment of Industrial Relations; Proceedings*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 112.

The Conference discussed such topics as the McClellan Committee (the U.S. Senate Select

Committee on Improper Activities in the Labor or Management Field) and its findings up to the time of the Conference, labour laws, human relations, "The Organization Man", collective bargaining, and economic conditions.

26. DERBER, MILTON. *Right and Wrong in Labor Relations*. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1958. Pp. 18.

Consists of a series of talks given over the University of Illinois radio station WILL. Titles of talks: Right and Wrong in Labour Relations. Management and Industrial Democracy. The Ethical Practices Codes of the AFL-CIO. The Public Responsibility in Labor Relations.

27. FANNING, JOHN H. *The Changing Pattern of Issues in Labor Relations Cases before the Board. The Paul Abelson Public Lectures in Labor Relations at The City College, May 14, 1959, New York, N.Y.* Washington, U.S. National Labor Relations Board, 1959. Pp. 18.

International Labour Organization

28. INTERNATIONAL LABOUR CONFERENCE. 41ST, GENEVA, 1958. *Record of Proceedings*. Geneva, International Labour Office, 1959. Pp. 313.

29. INTERNATIONAL LABOUR ORGANIZATION. ADVISORY COMMITTEE ON SALARIED EMPLOYEES AND PROFESSIONAL WORKERS. *Note on the Proceedings of the Fourth Session, Geneva, 1-13 April 1957*. Geneva, 1957. Pp. 61.

Labour Laws and Legislation

30. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending Longshoremen's and Harbor Workers' Compensation Act. Hearing before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session, on S.1454, S.3277, and S.3486, Bills to amend Section 41 of the Longshoremen's and Harbor Worker's Compensation Act so as to provide a System of Safety Rules, Regulations, and Safety Inspection and Training, and for Other Purposes*. March 20, 1958. Washington, GPO, 1958. Pp. 183.

The bills under discussion would establish a safety code for longshoremen to be administered by the Secretary of Labor.

31. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending the Railroad Retirement Act of 1937. Hearings before the Subcommittee on Railroad Retirement of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, First Session on S.226, and others...* Washington, GPO, 1959. Pp. 405.

Hearings held Feb. 9-19, 1959.

The bills under consideration would increase retirement and survivor benefits, among other things.

32. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Labour-Management Reform Legislation. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, First Session, on S.505, and others...* Washington, GPO, 1959. Pp. 815.

Hearings held Jan. 28-March 9, 1959.

The bills which were discussed at these hearings were intended to control certain abuses in labour unions. The main bill under discussion, S. 505, introduced by Senators Kennedy of Massachusetts and Ervin of North Carolina, was intended "to provide for the reporting and disclosure of certain financial transactions and administrative practices of labor organizations and employers, to prevent abuses in the administration of trusteeships by labor organizations, to provide standards with respect to the election of officers of labor organizations, and for other purposes."

33. FINLEY, JOSEPH E. *Labour Act upside down. NLRB: Now an Employer Agency?* Washington, Public Affairs Institute, c1958. Pp. 26.

The author alleges that the National Labor Relations Board is not protecting employee rights. He examines several recent decisions of the NLRB which he thinks are anti-labour.

Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. [Washington, n.d., 1958?] Pp. 42.

Deals briefly with the history of organizing workers in the Southern states.

35. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *British Trade Unions and International Association*. London, 1958. Pp. 20.*

36. HARDY, L. LAURENT. *Brève histoire du syndicalisme ouvrier au Canada*. Montréal, Les Editions de l'hexagone, 1958. Pp. 152.

The author spent many years in the trade union movement. He devotes a chapter to the question of the union of the Confederation des Travailleurs Catholiques du Canada with the Canadian Labour Congress.

37. KANNAPPAN, SUBBIAH. *The Indian Trade Union Movement: an Account and an Analysis*. Medford, Mass., The Fletcher School of Law and Diplomacy, Tufts University, 1956. Pp. 7.

Abstract of a thesis presented to the Faculty of the Fletcher School of Law and Diplomacy in partial fulfillment of the requirements for the degree of Doctor of Philosophy, June 1956.

38. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Unions in America, a British View*, by B. C. Roberts. Princeton, 1959. Pp. 136.

Discusses the following topics: the structure of union organization, union democracy, corruption in labour unions, wage bargaining and the control of inflation, industrial relations, and, unions and politics.

39. TRADES UNION CONGRESS. *Relationships between Unions*. 4th ed. London, 1957. Pp. 12.

Deals with the avoidance of disputes between unions and the principle that a person should not join a union while he is still a member of another union.

Labour Organization—Political Activities

40. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. COMMITTEE ON POLITICAL EDUCATION. *How to win; a Handbook for Political Action*. Washington, 1959. Pp. 254.

This booklet is intended to help the American Committee on Political Education chairman of a union local organize his resources to get the voter out to support a favourite candidate in whatever election the union is interested in.

41. BEALEY, FRANK. *Labour and Politics, 1900-1906; a History of the Labour Representation Committee*, by Frank Bealey and Henry Pelling. London, Macmillan; New York, St. Martin's Press, 1958. Pp. 313.

In 1906 the Labour Representation Committee became the Labour Party of Great Britain. Describes the composition and strength of the groups making up the Labour Representation Committee, and tells how the Committee won a place for itself among the parliamentary parties.

Labouring Classes

42. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION. *AFL-CIO Manual for Shop Stewards*. Washington, 1958. Pp. 64.

43. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION. *Teaching Guide for Use with AFL-CIO Manual for Shop Stewards*. 2d ed. Washington, 1958. Pp. 37.

The Manual for Shop Stewards tells about the shop steward's job and how he can best carry it out. The Teaching Guide contains instructions and suggestions for a six-session course for training shop steward to do a good job.

44. ANSTETT, MARCEL. *La formation de la main-d'oeuvre qualifiée en Union Soviétique de 1917 à 1954*. Paris, Marcel Rivière et Cie., 1958. Pp. 245.

Concerns the role of state regulation in the formation of a skilled labour force in Russia.

45. GALENSON, WALTER. 1937: *The Turning Point for American Labor*. Berkeley, Institute of Industrial Relations, University of California, 1958. Pp. 107-117.

In 1937 in the United States there was a strong organizational drive among automobile,

steel and textile workers; the Federal government was favorably disposed towards unions; the Supreme Court declared the National Labor Relations Act (the Wagner Act) constitutional; and, a strong desire among workers to organize prevailed.

46. MORRISSEY, PATRICK J. *Working Conditions in Ireland and Their Effect on Irish Emigration, an Industrial Relations Study*. New York, Patrick J. Morrissey & Son, 1958. Pp. 79.

"A thesis presented to the Faculty of the Graduate School of Business Administration, New York University, in partial fulfillment of the requirements for the degree of Master of Business Administration, 1957."

A brief review of economic conditions in Ireland.

47. POLE, J. R. *Abraham Lincoln and the Working Classes of Britain*. With an introduction by Robert Willis, chairman of the London Trades Council (1952) and President of the Trades Union Congress. [London, The Commonwealth-American Current Affairs Unit of the English Speaking Union, 1958?] Pp. 36.

Deals with the high regard which the English working classes had for President Lincoln and the Northern cause during the American Civil War.

48. ROPER, JOSEPH IGAL. *Labour Problems in West Africa*. London, Penguin Books, 1958. Pp. 112.

Deals with the subject of wages, industrial relations, labour supply, trade unions, etc.

49. SEIDMAN, JOEL ISAAC. *Democracy in the Labor Movement. Three Lectures given at Cornell University under the Auspices of the New York State School of Industrial and Labor Relations during April 1957*. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 55.

The author says, "I would argue that a union is democratic when the rank-and-file members have the power to affect decisions, to change the leaders and the policies with which they disagree." He points out that some national union leaders "consider democracy secondary to efficiency." He concludes by suggesting a number of safeguards permitting democracy within a union.

50. SHEPHERD, GEORGE ROBERT SHEPHERD, BARON. *Labour's Early Days*. Foreword by Morgan Phillips. [Tillicoultry, Scotland, NCLC Publishing Society, Ltd., n.d., 1950?] Pp. 48.

The author was National Agent of the British Labour Party for many years.

51. U.S. BUREAU OF LABOR STATISTICS. *Paid Holiday Provisions in Major Union Contracts, 1958*. Washington, GPO, 1959. Pp. 25.

Contains the following information: "number of paid holidays; changes since 1950; holiday premium pay; eligibility requirements; pay for holidays on non-workdays; and, unpaid holidays."

52. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Communism in Labor. Hearing before the Subcommittee to Investigate the Administration of the Internal Security Act and Other Internal Security Laws of the Committee on the Judiciary, United States Senate, Eighty-fifth Congress, Second Session, on Petition of LaRue I. Berfield for his Right to Freedom of Association*. May 29, 1958. Washington, GPO, 1958. Pp. 40.

Mr. Berfield, employed for 19 years by a manufacturer of electrical appliances, complained that under an agreement between his company and the United Electrical, Radio and Machine Workers, UE, he would be compelled to join this union. Mr. Berfield said that he could not join the union in good faith because of its political beliefs.

Open and Closed Shop

53. FANNING, JOHN H. *Union Shops and Hiring Halls. An address given at the Third Yale School Alumni Day, April 25, 1959, New Haven, Conn.* Washington, U.S. National Labor Relations Board, 1959. Pp. 8.

The author is a member of the U.S. National Labor Relations Board.

54. FLESHMAN, GLENN C. *The Agency Shop*. Chicago, Commerce Clearing House, c1959. 1 volume (various pagings).

"An agency shop requires non-members, as well as members, of the union to pay union dues or 'support payments' as a condition of employment on the theory that non-members also partake of any benefits secured by the union." The author, who is a Commissioner of the U.S. Federal Mediation and Conciliation Service, cites documented clauses, cases and opinions concerning the agency shop.

Productivity

55. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Raising Employee Productivity*. Washington, 1958. Pp. 13.

Some methods used to increase productivity include improved selection of employees, improved working conditions, human relations training for supervisors, job simplification, use of house organs, posters, etc., suggestion systems, job enlargement, job rotation, and profit-sharing plans.

56. ZALESNIK, ABRAHAM. *The Motivation, Productivity, and Satisfaction of Workers: a Prediction Study*, by A. Zalesnik, C. R. Christensen and F. J. Roethlisberger, with the assistance and collaboration of George C. Homans. Boston, Harvard University, Division of Research, Graduate School of Business Administration, 1958. Pp. 442.

This is a case study of 50 workers in a medium-sized manufacturing company in the Eastern United States. The objections of the study were: "(1) to diagnose and describe the patterns of human relations that exist in the departmental group of industrial workers, (2) to assess the factors determining the

patterns, and (3) to evaluate their effects for (a) the productivity of the group, (b) the satisfactions or dissatisfactions of individual members in the group, and (c) the personal development of individuals in the group."

Social Security

57. COMMODITY RESEARCH PUBLICATIONS CORPORATION. INDUSTRIAL RELATIONS INSTITUTE. *Your New Social Security Benefits*. 1958-59 edition. New York, c1958. Pp. 32.

Explains about the 1958 amendments to the Social Security Act, describing the various benefits received under the act.

58. MOORTHY, B. M. L. *Social Security in India (Embodying the Schemes envisaged in the Employees' State Insurance Act, 1948, as amended in 1951 and Provident Funds Act, 1952 as amended in 1953)*. Bombay, Popular Book Depot, 1954. Pp. 73.

59. U.S. ADVISORY COUNCIL ON SOCIAL SECURITY FINANCING. *Financing Old-Age, Survivors, and Disability Insurance; a Report*. Washington, GPO, 1958. Pp. 30.

The Advisory Council on Social Security Financing found that the method of financing the old-age, survivors, and disability insurance program was sound and based on the best possible estimates and that the contribution schedule now existing in the law provides adequately for meeting both short-range and long-range costs.

United Nations

60. UNITED NATIONS. ECONOMIC COMMISSION FOR AFRICA. *Report of the First Session (29 December 1958—6 January 1959)*. New York, 1959. Pp. 22.

61. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1958*. Bangkok, 1959. Pp. 225.

62. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1957*. New York, 1959. Pp. 292.

Wages and Hours

63. ALBERTA. BUREAU OF STATISTICS. *Survey of Wage and Salary Rates-Alberta-1 May 1958. Range of Wages and Weighted Averages by Type of Business and Hours worked per Week-by Position, Type of Business and Salary or Wage Rate, Alberta-Calgary-Edmonton*. Edmonton, 1958. 1 volume (unpaged).

64. LEISERSON, MARK WHITTLESEY. *Wages and Economic Control in Norway, 1945-1957*. Cambridge, Harvard University Press, 1959. Pp. 174.

Discusses wage policy and collective bargaining and describes their effect on money wage levels. Examines "the relationship between wage developments and the price level,

the share of labor in national income, the rate of capital formation, and the allocation of manpower within the economy... and evaluates the Norwegian experience in handling the wage problems of a controlled economy..."

65. PRINTING INDUSTRY PARITY COMMITTEE FOR MONTREAL AND DISTRICT. *Employment and Wages in the Printing Industry, 1950-1957*. Montreal, 1958. Pp. 174. English and French.

66. ROBERTS, BENJAMIN CHARLES. *National Wages Policy in War and Peace*. London, Allen & Unwin, 1958. Pp. 180.

Discusses national wage policy in Great Britain, the United States, Australia, Sweden and West Germany.

67. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws and Orders, July 1, 1942—July 1, 1958*. Washington, GPO, 1958-1959. 2 volumes.

Contents: Pt. 1. Historical Development and Statutory Provisions. Pt. 2. Analysis of Rates and Coverage.

Women

68. CONFERENCE ON THE PRESENT STATUS AND PROSPECTIVE TRENDS OF RESEARCH ON THE EDUCATION OF WOMEN, RYE, N.Y., 1957. *The Education of Women: Signs for the Future; Report*. Edited by Opal D. David. Washington, American Council on Education, 1959. Pp. 153.

Divided into five sections: Background and Purposes of the Conference. Motivation of Women for Higher Education. Pressures and Opportunities that face the Educated Women. Current Trends in the Education of Women. Research on the Education of Women.

69. RAINWATER, LEE. *Workingman's Wife; Her Personality, World, and Life Style*, by Lee Rainwater, Richard P. Coleman and Gerald Handel. Pref. by W. Lloyd Warner. Introd. by Burleigh B. Gardner. New York, Oceana Publications, 1959. Pp. 238.

Based on a study of 420 working class housewives in four cities: Chicago, Louisville, Tacoma, and Trenton. The women were questioned about their daily routine, their family, their family budgets, their homes, their family activities, etc.

70. U.S. WOMEN'S BUREAU. *First Jobs of College Women; Report on Women Graduates Class of 1957*. Washington, GPO, 1959. Pp. 44.

Some of the findings of the Survey of 1957 Women Graduates showed that the average starting salary was \$3,739; 76 per cent were working full time; 59 per cent of the employed graduates were teachers, 6.9 per cent were nurses, 6.7 per cent were secretaries and stenographers, and the remainder were performing a wide variety of jobs.

71. U.S. WOMEN'S BUREAU. *Handbook on Women Workers, 1958*. Washington, GPO, 1958. Pp. 153.

Contents: Women as Workers. Women's Income and Earnings. Education and Job Training of Women. Recommended Standards

for Employment of Women. State Labor Laws for Women. Political and Civil Status of Women. Organizations of Interest to Women.

Miscellaneous

72. DUNN, CLARK A. *Research Relations between Engineering Educational Institutions and Industrial Organizations*, by Clark A. Dunn, Herbert F. Poehle and Donald S. Murray. Washington, GPO, 1959. Pp. 38.

"A report of the Engineering College Research Council of the American Society for Engineering Education."

Explains how industry and engineering educational institutions can establish a co-operative research program.

73. INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES. *Proceedings, 22nd Annual Meeting, October 6-7-8-9, 1958, Chicago*. Washington, 1958. Pp. 94.

74. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Relative Importance of: Labor Claims, Property Claims, Tax Claims*. New York, 1959. Pp. 80.

Contents: Defining the Claims Structure. Claims in the National Accounts. Claims as Shares of Final Price of Eight Commodities.

75. ROTROFF, VIRGIL H. *Work Measurement*. New York, Reinhold, 1959. Pp. 203.

Partial Contents: Why measure Work? What Work Measurement means. How to set Work Standards. Time Study for Work Measurement. Standard Data for Work Standards. Work Standards from Standard Data. Use of Standard Data. Specification Sheet Standards. How to use Work Standards. Work Standards Don'ts. Labor Relations and Work Measurement.

76. U.S. CIVIL SERVICE COMMISSION. *The Seven Keys to Better Faster Typing*. [Washington, 1957, i.e., 1958] Pp. 37.

Decisions of Umpire

(Continued from page 1193)

the claimant in fact completed the work required of him during his employer's rafting season in less than five months, and there is no evidence that he was "on call" or on his employer's payroll at any time before April 21 or after September 12.

The fact that marine engineer officers whose services are not required for the normal rafting season are so notified "early in January", and the fact that the payment of the salary is not prorated over a period beyond the rafting season, clearly show, in my opinion, that the employer of the

Report of Board

(Continued from page 1180)

to the 30th of April in any subsequent year to terminate or to renew the agreement or to negotiate a renewal thereof.

Respectfully submitted this 11th day of September, 1959.

77. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Manpower Utilization in the Federal Government. Hearings before the Subcommittee on Manpower Utilization of the Committee on Post Office and Civil Service, House of Representatives, Eighty-fifth Congress, Second Session...* Washington, GPO, 1959. Pp. 401.

Hearings held December 1-5, 1958.

The purpose of the hearings was to determine if the manpower in U.S. Government departments and agencies is being effectively utilized. The Subcommittee revealed that in 1958 around 2,400,000 people were employed by the Government at a cost in salaries of twelve billion dollars.

78. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Unemployment Compensation for Veterans. Hearings before the Subcommittee on Veterans' Affairs of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session, on S.3710, a Bill to extend, until Such Time as Compulsory Military Service under the Laws of the United States is terminated, the Provisions of Title IV of the Veterans' Re-adjustment Assistance Act of 1952 to Veterans who entered Active Service in the Armed Forces after January 31, 1955*. May 20, 1958. Washington, GPO, 1958. Pp. 29.

The bill under discussion provided a program of unemployment compensation for peacetime veterans

*British government documents are available from United Kingdom Information Service offices in Vancouver, Toronto, Ottawa, Montreal and Quebec City.

previous year is not under any contractual obligation whatever to those officers during the interval before or after their work in the rafting season of any calendar year is completed.

In view of the foregoing, I consider that the amount of \$4,800 which was paid to the claimant by his employer in 1958 must be allocated to the period for which such amount was actually "earned or paid", i.e., April 21 to September 12, 1958, and as a consequence the second question as to coverage, which was referred to me by the Commission under section 33 of the Act, does not arise.

The claimant's appeal is allowed.

(Sgd.) C. G. ROBSON,
Chairman.

(Sgd.) ADAM BELL,
Member.

(Sgd.) W. STEWART,
Member.

LABOUR STATISTICS

	PAGE
Table A-1 to A-4—Labour Force	1208
Table B-1—Labour Income	1210
Table C-1 to C-6—Employment, Hours and Earnings ..	1211
Table D-1 to D-5—Employment Service Statistics	1216
Table E-1 to E-4—Unemployment Insurance	1222
Tables F-1 and F-2—Prices	1224
Table G-1 to G-4—Strikes and Lockouts	1225

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 22, 1959

(Estimates in thousands)

Source: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes	6,425	125	451	1,795	2,356	1,124	574
Agricultural	831	*	65	185	226	322	29
Non-Agricultural	5,594	121	386	1,610	2,130	802	545
Males	4,843	103	350	1,362	1,730	858	440
Agricultural	752	*	61	174	197	290	26
Non-Agricultural	4,091	99	289	1,188	1,533	568	414
Females	1,582	22	101	433	626	266	134
Agricultural	79	*	*	11	29	32	*
Non-Agricultural	1,503	22	97	422	597	234	131
All Ages	6,425	125	451	1,795	2,356	1,124	574
14—19 years	775	17	60	248	256	141	53
20—24 years	799	20	58	254	266	133	68
25—44 years	2,802	57	184	804	1,087	494	266
45—64 years	1,733	30	129	441	659	308	166
65 years and over	226	*	20	48	88	48	21
<i>Persons with Jobs</i>							
All status groups	6,180	111	424	1,708	2,287	1,107	549
Males	4,645	90	327	1,289	1,674	846	419
Females	1,541	21	97	419	613	261	130
Agricultural	824	*	64	183	225	320	28
Non-Agricultural	5,362	107	360	1,525	2,062	787	521
Paid Workers	4,968	98	331	1,395	1,936	737	471
Males	3,506	79	247	1,021	1,376	520	353
Females	1,372	19	84	374	560	217	118
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes	239	14 ⁽¹⁾	27	87	69	17	25
<i>Persons not in the Labour Force</i>							
Both Sexes	5,167	145	449	1,478	1,722	865	508
Males	938	39	92	254	285	156	112
Females	4,229	106	357	1,224	1,437	709	396

* Less than 10,000.

(1) The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2 -PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

Source: DBS Labour Force Survey

	Week Ended August 22, 1959		Week Ended July 18, 1959		Week Ended August 23, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	257	242	249	235	300	285
Without Jobs.....	239	226	228	215	281	267
Under 1 month.....	85	—	80	—	81	—
1— 3 months.....	81	—	71	—	104	—
4— 6 months.....	32	—	33	—	40	—
7—12 months.....	27	—	27	—	42	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	10	—	11	—	*	—
Worked.....	18	16	21	20	19	18
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	12	11	15	14	13	12

(¹) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGION

Source: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	108,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,202	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 ⁽¹⁾	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1958 1st 6 months.....	1,700	15,256	34,403	8,723	7,662	67,744	34,129
1959 1st 6 months.....	918	12,393	31,011	7,022	5,745	57,080	28,299

(¹) Total includes 3,883 whose destination is not specified.

TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

Source: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	420	63,078
1958 1st 6 months....	4,058	4,107	766	1,380	5,952	3,076	325	10,806	5,011	261	35,742
1959 1st 6 months....	3,462	3,021	550	1,207	5,192	2,829	212	7,478	5,372	212	29,535

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹						Totals ³
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- mentary Labour Income	
1954—Total....	402	3,903	1,317	310	869	204	1,794	3,010	494	12,452
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1958—May.....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1	1,375.9
June.....	44.7	403.7	142.4	.....	.....	.....	.....	.....	.....	1,407.1
July.....	44.1	401.0	145.0	.....	.....	.....	.....	.....	.....	1,405.4
August.....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2	1,411.6
Sept.....	43.9	403.5	142.9	.....	.....	.....	.....	.....	.....	1,434.9
Oct.....	42.5	398.8	142.3	.....	.....	.....	.....	.....	.....	1,415.7
Nov.....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4	1,403.0
Dec.....	42.0	393.2	139.0	.....	.....	.....	.....	.....	.....	1,383.2
1959—Jan.....	44.8	400.9	146.1	.....	.....	.....	.....	.....	.....	1,385.5
Feb.....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7	1,386.0
Mar.....	44.7	405.3	137.0	.....	.....	.....	.....	.....	.....	1,398.5
Apr.....	44.9	409.2	140.2	.....	.....	.....	.....	.....	.....	1,427.3
May.....	45.1	420.7	147.0	68.5*	367.8*	75.3*	626.0*	1,220.5*	191.7	*1,483.5
June.....	46.5	429.2	150.7	.....	.....	.....	.....	.....	.....	1,529.1
July*.....	47.2	419.0	152.9	.....	.....	.....	.....	.....	.....	1,508.2
August†.....	46.4	422.7	152.6	.....	.....	.....	.....	.....	.....	1,520.4

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July, 1959 employers in the principal non-agricultural industries reported a total employment of 2,819,011. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite ⁽¹⁾				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954.....	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
July.....	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August.....	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September.....	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October.....	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November.....	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December.....	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January.....	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February.....	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March.....	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April.....	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May.....	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June.....	123.5	212.8	171.6	73.71	114.2	199.2	172.8	75.96
July.....	123.1	212.3	171.7	73.78	112.2	194.7	172.0	75.62

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling, quarrying and oil wells), (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
				\$	\$	\$
Provinces						
Newfoundland.....	143.4	136.3	139.3	64.43	64.19	61.86
Prince Edward Island.....	142.2	137.4	123.1	53.73	53.60	50.50
Nova Scotia.....	101.5	97.9	100.3	60.63	59.62	58.35
New Brunswick.....	106.7	104.7	102.1	60.95	59.33	58.77
Quebec.....	122.6	121.7	120.7	70.73	70.38	68.11
Ontario.....	123.7	124.3	122.2	77.01	76.97	73.89
Manitoba.....	117.7	115.8	113.8	71.20	71.21	67.51
Saskatchewan.....	141.2	138.4	135.9	70.65	70.21	69.37
Alberta (including Northwest Territories).....	164.4	161.6	160.3	75.71	75.36	72.43
British Columbia (including Yukon).....	110.8	121.8	119.7	79.97	80.49	74.75
Canada.....	123.1	123.5	122.0	73.73	73.71	70.76
Urban Areas						
St. John's.....	144.0	137.3	133.4	53.82	53.22	50.62
Sydney.....	93.3	89.1	91.6	75.53	67.50	75.03
Halifax.....	117.2	116.6	113.4	60.42	60.17	57.70
Moncton.....	101.6	101.1	98.2	58.43	57.48	56.82
Saint John.....	97.2	96.1	93.7	58.34	57.90	54.72
Chicoutimi—Jonquiere.....	112.8	113.1	.....	87.28	89.87	.....
Quebec.....	114.0	112.9	112.4	61.48	60.84	59.09
Sherbrooke.....	98.6	101.0	97.2	58.98	59.30	57.76
Shawinigan.....	102.4	100.0	108.6	79.13	81.67	74.94
Three Rivers.....	122.5	123.1	116.6	67.51	68.63	64.96
Drummondville.....	77.1	76.2	70.1	58.83	60.07	58.68
Montreal.....	124.3	124.9	122.6	72.50	71.83	69.63
Ottawa—Hull.....	126.8	127.0	123.2	68.62	67.99	65.40
Kingston.....	113.2	112.6	117.2	70.82	70.26	69.07
Peterborough.....	103.3	104.5	98.5	82.35	81.85	78.77
Oshawa.....	176.5	183.3	146.5	85.12	85.37	72.32
Toronto.....	132.2	133.0	131.6	77.33	77.55	75.04
Hamilton.....	114.3	114.6	108.8	82.66	82.37	78.28
St. Catharines.....	106.0	114.4	106.7	83.71	84.10	79.22
Niagara Falls.....	107.6	106.9	112.6	74.79	76.34	72.89
Brantford.....	93.6	92.9	83.7	70.88	70.66	66.13
Guelph.....	126.0	130.1	119.0	69.52	69.18	67.68
Galt.....	116.5	113.9	112.8	66.66	66.76	63.44
Kitchener.....	123.5	123.0	115.8	70.44	70.43	66.07
Sudbury.....	141.9	140.0	136.0	86.28	85.82	77.18
Timmins.....	96.0	95.5	92.6	66.57	67.25	63.38
London.....	124.6	126.8	120.9	70.33	70.16	67.25
Sarnia.....	127.9	114.1	130.5	93.84	90.49	90.42
Windsor.....	79.5	84.6	78.0	83.77	84.91	77.99
Sault Ste. Marie.....	155.5	151.5	145.7	91.81	92.13	86.14
Ft. William—Pt. Arthur.....	123.0	118.9	125.6	76.19	74.66	70.98
Winnipeg.....	113.8	113.1	109.7	68.19	68.03	63.67
Regina.....	141.5	141.2	125.7	67.51	66.49	65.34
Saskatoon.....	142.8	140.4	140.8	66.77	66.79	64.57
Edmonton.....	195.2	193.7	187.8	71.63	71.60	69.01
Calgary.....	176.9	174.4	166.6	70.59	70.98	68.02
Vancouver.....	110.4	120.1	116.9	78.90	79.38	74.38
Victoria.....	112.6	116.7	117.2	72.49	72.43	68.72

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
Mining	127.8	126.4	127.2	90.11	89.64	84.74
Metal mining.....	144.6	144.8	141.8	92.26	93.22	88.29
Gold.....	75.1	75.3	76.4	74.28	74.51	71.09
Other metal.....	209.4	209.5	202.7	98.29	99.49	91.63
Fuels.....	94.4	91.7	100.7	91.23	87.71	86.32
Coal.....	50.3	47.6	54.9	72.31	62.87	69.55
Oil and natural gas.....	267.9	265.1	280.2	105.21	105.26	99.18
Non-metal.....	151.1	146.5	140.0	78.69	77.24	74.24
Manufacturing	112.2	114.2	111.8	75.62	75.96	72.62
Durable goods.....	115.2	120.3	116.5	81.63	81.70	77.75
Non-durable goods.....	109.6	109.1	107.9	70.27	70.60	67.89
Food and beverages.....	123.7	120.2	122.4	67.08	67.80	63.94
Meat products.....	145.8	144.0	135.4	77.24	78.33	72.86
Canned and preserved fruits and vegetables.....	136.1	109.4	142.5	54.82	56.84	51.17
Grain mill products.....	105.0	106.2	104.0	73.84	73.12	71.81
Bread and other bakery products.....	112.5	111.9	111.7	66.38	67.76	64.17
Distilled and malt liquors.....	108.5	107.9	112.6	91.16	90.18	84.77
Tobacco and tobacco products.....	83.4	85.6	90.4	77.63	76.85	75.62
Rubber products.....	108.6	108.8	100.5	78.17	80.47	74.78
Leather products.....	89.5	89.6	86.5	49.80	50.47	49.44
Boots and shoes (except rubber).....	95.9	96.3	92.1	47.48	47.94	46.84
Textile products (except clothing).....	78.7	80.0	75.4	59.61	60.42	58.21
Cotton yarn and broad woven goods.....	72.4	74.9	71.7	54.07	55.08	52.19
Woolen goods.....	60.9	60.4	59.0	57.39	58.83	56.11
Synthetic textiles and silk.....	81.9	81.8	79.1	66.50	67.05	65.96
Clothing (textile and fur).....	90.7	91.9	89.2	46.52	46.34	46.07
Men's clothing.....	92.7	94.0	92.2	45.66	46.00	44.83
Women's clothing.....	92.2	93.2	93.1	48.29	46.53	47.99
Knit goods.....	77.4	78.1	74.6	45.25	45.36	45.09
Wood products.....	95.5	114.4	109.4	62.42	64.14	61.93
Saw and planing mills.....	89.8	119.1	112.9	62.98	65.64	63.00
Furniture.....	113.4	113.9	109.7	62.92	62.29	61.69
Other wood products.....	88.9	93.1	92.9	58.59	59.39	56.36
Paper products.....	127.1	126.9	125.0	88.46	88.65	84.65
Pulp and paper mills.....	129.3	128.3	125.8	94.38	95.00	90.29
Other paper products.....	121.5	122.3	123.0	72.59	71.95	70.43
Printing, publishing and allied industries.....	121.1	121.9	118.7	82.56	82.65	79.02
Iron and steel products.....	112.4	112.8	103.4	86.99	87.18	82.25
Agricultural implements.....	83.4	82.9	56.4	89.12	90.79	80.24
Fabricated and structural steel.....	164.1	171.8	162.4	90.41	86.80	82.46
Hardware and tools.....	99.7	100.4	88.6	78.26	78.59	73.58
Heating and cooking appliances.....	108.8	109.7	102.7	75.26	75.02	72.26
Iron castings.....	100.1	102.9	94.0	83.33	81.60	76.68
Machinery Industrial machinery.....	118.9	120.1	113.5	84.08	84.35	79.46
Primary iron and steel.....	123.4	121.6	111.9	98.73	98.46	93.94
Sheet metal products.....	114.0	113.8	104.2	88.47	89.47	84.13
Wire and wire products.....	118.4	121.9	110.5	86.73	88.08	84.34
Transportation equipment.....	110.9	117.3	122.2	85.54	86.21	80.18
Aircraft and parts.....	258.3	263.0	367.6	89.91	89.53	88.40
Motor vehicles.....	104.5	113.4	96.1	95.61	95.69	82.30
Motor vehicles parts and accessories.....	94.8	115.0	86.4	82.61	84.85	77.52
Railroad and rolling stock equipment.....	71.7	72.5	78.4	79.09	78.45	71.45
Shipbuilding and repairing.....	130.8	130.7	143.5	78.13	80.10	76.51
Non-ferrous metal products.....	128.3	128.4	126.8	86.05	85.21	83.72
Aluminum products.....	140.1	142.0	131.6	82.84	82.79	81.97
Brass and copper products.....	110.5	111.7	105.1	80.19	79.69	77.34
Smelting and refining.....	145.8	144.7	152.6	94.47	93.00	90.12
Electrical apparatus and supplies.....	135.8	136.1	134.5	81.68	82.44	79.30
Heavy electrical machinery.....	111.0	112.1	121.3	89.59	89.13	86.49
Telecommunication equipment.....	211.5	211.0	212.0	78.79	79.30	76.90
Non-metallic mineral products.....	151.5	151.4	140.4	78.86	79.31	77.01
Clay products.....	108.2	107.3	109.4	72.86	73.67	69.40
Glass and glass products.....	153.4	158.1	132.8	73.59	76.01	74.20
Products of petroleum and coal.....	141.6	142.5	143.1	110.34	111.07	102.66
Chemical products.....	131.2	129.0	132.4	86.48	86.07	83.11
Medicinal and pharmaceutical preparations.....	118.8	120.3	119.2	76.49	76.28	75.30
Acids, alkalis and salts.....	146.5	145.7	150.0	97.21	97.79	92.26
Miscellaneous manufacturing industries.....	126.8	126.8	119.8	67.81	68.05	65.11
Construction	150.4	144.0	147.6	78.37	76.71	76.36
Building and general engineering.....	145.8	141.4	145.7	84.82	82.61	83.49
Highways, bridges and streets.....	157.9	148.2	150.8	68.76	67.62	65.28
Electric and motor transportation.....	130.9	131.4	125.7	78.55	78.69	75.13
Service	147.3	144.8	142.7	49.09	49.63	47.76
Hotels and restaurants.....	140.3	136.5	136.2	39.03	39.54	37.92
Laundries and dry cleaning plants.....	113.9	116.3	116.4	44.07	44.81	42.45
Industrial composite	123.1	123.5	122.0	73.78	73.71	70.76

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
Newfoundland.....	43.4	44.0	38.0	1.44	1.45	1.50
Nova Scotia.....	40.9	41.6	40.5	1.50	1.51	1.46
New Brunswick.....	42.9	41.8	42.0	1.44	1.45	1.43
Quebec.....	41.4	41.4	41.2	1.54	1.55	1.50
Ontario.....	40.9	41.2	40.3	1.81	1.81	1.74
Manitoba	40.6	41.0	40.3	1.64	1.65	1.55
Saskatchewan.....	38.9	39.7	39.3	1.84	1.85	1.77
Alberta (1).....	39.7	40.2	39.8	1.81	1.83	1.73
British Columbia(2).....	37.5	37.6	37.2	2.09	2.07	2.00

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958	July 1959	June 1959	July 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.6	41.1	40.6	2.03	2.04	1.95	84.49	83.95	79.17
Metal mining.....	41.5	41.9	40.3	2.12	2.13	2.03	88.10	89.28	81.97
Gold.....	42.8	43.2	41.6	1.61	1.61	1.59	68.99	69.56	66.31
Other metal.....	41.0	41.5	39.8	2.31	2.32	2.21	94.98	96.39	87.88
Fuels.....	40.9	37.4	39.7	1.91	1.92	1.86	78.24	71.73	73.96
Coal.....	40.3	35.1	39.1	1.75	1.72	1.73	70.66	60.54	67.56
Oil and natural gas.....	41.9	41.3	40.7	2.18	2.19	2.10	91.23	90.40	85.27
Non-metal.....	43.0	42.1	43.3	1.79	1.79	1.70	76.88	75.50	73.61
Manufacturing	40.8	41.0	40.3	1.71	1.72	1.66	70.01	70.63	66.86
Durable goods.....	41.3	41.4	40.4	1.86	1.86	1.79	76.67	77.09	72.44
Non-durable goods.....	40.4	40.6	40.2	1.58	1.58	1.53	63.76	64.19	61.43
Food and beverages.....	41.5	41.6	40.9	1.49	1.51	1.43	61.93	62.88	58.53
Meat products.....	41.3	41.7	41.2	1.79	1.80	1.68	73.98	75.11	69.01
Canned and preserved fruits and vegetables.....	41.4	40.4	39.1	1.17	1.25	1.15	48.49	50.42	45.08
Grain mill products.....	42.8	41.8	42.5	1.66	1.65	1.58	70.96	68.97	67.24
Bread and other bakery products.....	42.7	43.3	42.9	1.42	1.41	1.34	60.41	60.97	57.57
Distilled liquors.....	39.4	40.5	40.0	1.87	1.90	1.76	73.63	77.12	70.36
Malt liquors.....	42.2	41.0	41.2	2.14	2.12	1.99	90.16	86.95	82.15
Tobacco and tobacco products.....	40.8	40.5	42.6	1.76	1.75	1.68	71.90	70.95	71.48
Rubber products.....	40.6	42.1	40.3	1.80	1.81	1.72	72.91	76.21	69.11
Leather products.....	39.4	39.5	40.1	1.16	1.18	1.14	45.85	46.42	45.75
Boots and shoes (except rubber).....	39.2	39.2	39.7	1.12	1.13	1.09	43.76	44.21	43.31
Other leather products.....	39.9	40.1	40.8	1.27	1.29	1.25	50.67	51.64	50.92
Textile products (except clothing).....	41.3	42.0	41.2	1.29	1.29	1.25	53.19	54.27	51.46
Cotton yarn and broad woven goods.....	38.7	39.4	37.8	1.27	1.28	1.23	49.04	50.30	46.42
Woolen goods.....	43.6	44.6	43.3	1.21	1.22	1.18	52.74	54.48	51.05
Synthetic textiles and silk.....	42.7	43.5	43.6	1.38	1.37	1.35	59.14	59.73	58.77
Clothing (textile and fur).....	37.3	37.1	37.7	1.11	1.11	1.08	41.30	41.03	40.75
Men's clothing.....	36.9	36.8	36.8	1.13	1.14	1.09	41.66	41.89	40.22
Women's clothing.....	35.6	34.6	36.1	1.17	1.15	1.15	41.73	39.38	41.37
Knit goods.....	39.7	39.6	40.0	1.02	1.03	1.01	40.57	40.66	40.40
*Wood products.....	42.4	41.2	40.9	1.37	1.49	1.45	58.02	61.23	59.39
Saw and planing mills.....	42.6	40.6	40.0	1.38	1.56	1.58	58.98	63.51	61.28
Furniture.....	42.1	41.9	42.8	1.38	1.38	1.35	58.25	57.32	57.74
Other wood products.....	42.5	42.9	41.5	1.26	1.30	1.27	53.64	55.65	52.71
Paper products.....	41.6	41.8	41.0	2.00	2.00	1.94	83.12	83.43	79.38
Pulp and paper mills.....	41.6	41.9	40.8	2.13	2.13	2.07	88.65	89.40	84.62
Other paper products.....	41.5	41.3	41.3	1.60	1.60	1.54	66.55	66.06	63.81
Printing, publishing and allied industries.....	39.7	39.7	39.5	2.08	2.09	1.98	82.49	82.85	78.01
*Iron and steel products.....	41.4	41.7	40.6	2.01	2.01	1.92	83.29	83.69	78.23
Agricultural implements.....	41.7	42.7	39.3	2.04	2.06	1.88	85.33	87.90	73.96
Fabricated and structural steel.....	40.8	41.1	40.2	1.94	1.95	1.87	79.21	79.94	75.17
Hardware and tools.....	42.2	42.3	40.3	1.76	1.75	1.67	74.01	74.20	67.22
Heating and cooking appliances.....	40.6	41.2	41.6	1.72	1.73	1.64	69.94	71.38	68.27
Iron castings.....	41.7	40.9	39.8	1.92	1.92	1.83	80.02	78.40	72.95
Machinery, industrial.....	42.1	42.3	40.9	1.89	1.89	1.80	79.73	79.78	73.82
Primary iron and steel.....	40.6	40.9	40.2	2.35	2.32	2.25	95.42	95.19	90.49
Sheet metal products.....	42.8	43.3	42.3	1.99	1.99	1.92	85.20	86.18	81.30
*Transportation equipment.....	40.3	40.8	39.2	1.99	1.99	1.88	80.11	81.30	73.89
Aircraft and parts.....	41.5	41.1	41.2	1.98	1.97	1.96	82.02	80.99	80.63
Motor vehicles.....	40.1	41.4	35.6	2.20	2.17	2.04	88.23	89.79	72.66
Motor vehicle parts and accessories.....	40.1	41.4	37.6	1.90	1.95	1.85	76.17	80.54	69.60
Railroad and rolling stock equipment.....	39.7	39.4	38.8	1.94	1.94	1.79	77.23	76.66	69.57
Shipbuilding and repairing.....	39.7	41.1	41.4	1.92	1.92	1.83	76.44	78.88	75.76
*Non-ferrous metal products.....	40.5	40.5	39.3	1.98	1.97	1.96	80.31	79.84	76.95
Aluminum products.....	42.6	42.8	42.0	1.72	1.71	1.69	73.06	73.29	70.98
Brass and copper products.....	40.3	39.8	40.0	1.85	1.87	1.82	74.51	74.28	72.60
Smelting and refining.....	40.2	40.2	38.5	2.21	2.18	2.15	88.84	87.69	82.73
*Electrical apparatus and supplies.....	40.7	41.1	40.6	1.79	1.79	1.74	72.70	73.53	70.48
Heavy electrical machinery and equipment ¹	40.7	40.7	40.8	2.01	1.99	1.94	81.85	81.16	79.36
Telecommunication equipment.....	40.2	40.6	40.6	1.62	1.61	1.55	64.90	65.48	63.01
Refrigerators, vacuum cleaners and appliances.....	41.3	41.3	41.0	1.76	1.76	1.72	72.85	73.00	70.64
Wire and cable.....	42.1	43.5	43.0	1.98	2.01	1.91	83.55	87.40	82.26
Miscellaneous electrical products.....	40.2	40.8	39.1	1.68	1.69	1.63	67.59	69.09	63.69
*Non-metallic mineral products.....	43.4	43.6	44.3	1.73	1.73	1.66	74.97	75.34	73.54
Clay products.....	42.2	42.7	42.4	1.61	1.61	1.53	68.11	68.72	65.04
Glass and glass products.....	41.6	42.5	43.4	1.68	1.71	1.64	69.92	72.76	70.96
Products of petroleum and coal.....	40.9	41.3	40.1	2.43	2.44	2.29	99.49	100.63	91.91
Chemical products.....	40.6	40.9	40.5	1.88	1.85	1.82	76.57	75.53	73.75
Medicinal and pharmaceutical preparations.....	40.6	41.1	41.0	1.43	1.44	1.43	58.17	59.11	58.47
Acids, alkalis and salts.....	40.6	40.8	40.0	2.17	2.17	2.09	88.20	88.52	83.68
Miscellaneous manufacturing industries.....	41.5	41.6	41.4	1.42	1.43	1.39	59.00	59.51	57.67
Construction	42.1	40.8	42.8	1.82	1.83	1.76	76.93	74.64	75.33
Building and general engineering.....	41.3	39.8	42.7	2.00	2.01	1.92	82.41	79.84	81.86
Highways, bridges and streets.....	43.7	42.6	43.1	1.54	1.53	1.45	67.41	65.39	62.37
Electric and motor transportation.....	44.3	44.7	44.2	1.77	1.76	1.69	78.40	78.48	74.57
Service	39.6	39.4	39.6	0.97	0.99	0.95	38.63	38.98	37.54
Hotels and restaurants.....	39.8	39.3	39.8	0.95	0.97	0.92	37.78	38.05	36.82
Laundries and dry cleaning plants.....	39.6	40.2	39.4	0.97	0.97	0.96	38.32	38.98	37.63

* Durable manufactured goods industries.

TABLE C-6—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		\$	\$			
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June.....	41.0	1.72	70.63	169.2	125.9	134.4
July (1).....	40.8	1.71	70.01	167.7	125.9	133.2

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
October 1, 1954.....	16,388	13,018	29,406	170,883	71,561	242,444
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,287	266,866
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
May 1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959.....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959 (1).....	16,741	18,466	35,207	172,417	96,074	268,491
October 1, 1959 (1).....	16,162	16,792	32,954	160,519	97,261	257,780

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 31, 1959⁽¹⁾

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				July 31, 1959	August 29, 1958		
Agriculture, Fishing, Trapping	2,056	483	2,539	+	75	+	781
Forestry	1,574	8	1,582	+	344	+	1,286
Mining, Quarrying and Oil Wells	455	53	508	—	1	+	90
Metal Mining.....	291	7	298	—	10	+	102
Fuels.....	94	30	124	+	28	—	38
Non-Metal Mining.....	22	1	23	—	31	+	11
Quarrying, Clay and Sand Pits.....	12	3	15	—	7	—	1
Prospecting.....	36	12	48	+	19	+	16
Manufacturing	3,736	3,796	7,532	+	1,557	+	2,459
Foods and Beverages.....	458	625	1,083	+	307	+	104
Tobacco and Tobacco Products.....	5	5	10	—	6	—	1
Rubber Products.....	32	25	57	—	15	+	42
Leather Products.....	75	169	244	+	42	+	36
Textile Products (except clothing).....	165	220	385	+	136	+	212
Clothing (textile and fur).....	157	1,645	1,802	+	536	+	423
Wood Products.....	329	103	432	+	33	+	112
Paper Products.....	167	78	245	+	62	+	128
Printing, Publishing and Allied Industries.....	178	134	312	+	91	+	99
Iron and Steel Products.....	766	199	965	+	167	+	513
Transportation Equipment.....	499	55	554	—	80	+	197
Non-Ferrous Metal Products.....	194	79	273	+	37	+	163
Electrical Apparatus and Supplies.....	297	156	453	+	75	+	193
Non-Metallic Mineral Products.....	116	28	144	+	21	+	42
Products of Petroleum and Coal.....	33	12	45	+	5	—	2
Chemical Products.....	158	108	266	+	44	+	84
Miscellaneous Manufacturing Industries.....	107	155	262	+	102	+	114
Construction	2,463	126	2,589	+	162	+	878
General Contractors.....	1,639	74	1,713	+	121	+	673
Special Trade Contractors.....	824	52	876	+	41	+	205
Transportation, Storage and Communication	869	272	1,141	+	79	+	521
Transportation.....	620	142	762	—	37	+	341
Storage.....	36	27	63	+	19	+	25
Communication.....	213	103	316	+	97	+	155
Public Utility Operation	79	33	112	—	6	+	48
Trade	2,160	2,956	5,116	+	1,049	+	1,383
Wholesale.....	814	628	1,442	+	191	+	432
Retail.....	1,346	2,328	3,674	+	858	+	951
Finance, Insurance and Real Estate	485	719	1,204	+	90	+	150
Service	2,165	9,455	11,620	+	903	+	2,827
Community or Public Service.....	352	1,807	2,159	—	47	+	700
Government Service.....	676	345	1,021	—	20	+	152
Recreation Service.....	110	101	211	+	16	+	115
Business Service.....	444	541	985	+	23	+	275
Personal Service.....	583	6,661	7,244	+	931	+	1,585
GRAND TOTAL	16,042	17,901	33,943	+	4,252	+	10,423

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 3rd, 1959⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,626	1,303	2,929	5,160	1,569	6,738
Clerical Workers.....	1,127	3,765	4,892	11,331	37,500	48,831
Sales Workers.....	1,199	1,733	2,932	4,447	11,957	16,404
Personal and Domestic Service Workers..	839	7,739	8,578	20,083	15,083	35,166
Seamen.....	8	.....	8	838	.....	838
Agriculture, Fishing, Forestry (Ex. log.)..	2,251	414	2,665	2,234	401	2,635
Skilled and Semiskilled Workers.....	7,167	2,262	9,429	71,036	14,298	85,334
Food and kindred products (incl. tobacco).....	93	32	125	705	419	1,124
Textiles, clothing, etc.....	138	1,703	1,841	1,819	8,529	10,348
Lumber and lumber products.....	1,813	7	1,820	6,176	104	6,280
Pulp, paper (incl. printing).....	50	14	64	703	352	1,055
Leather and leather products.....	65	110	175	713	722	1,435
Stone, clay and glass products.....	21	.....	21	210	41	251
Metalworking.....	838	42	880	11,807	766	12,573
Electrical.....	131	30	161	1,760	788	2,548
Transportation equipment.....	1	.....	1	2,134	100	2,234
Mining.....	184	.....	184	1,172	.....	1,172
Construction.....	1,410	.....	1,410	12,219	2	12,221
Transportation (except seamen).....	702	16	718	11,628	125	11,753
Communications and public utility...	22	2	24	421	3	424
Trade and service.....	226	227	453	2,709	1,284	3,993
Other skilled and semiskilled.....	1,333	53	1,386	12,670	854	13,524
Foremen.....	45	15	60	1,464	200	1,664
Apprentices.....	95	11	106	2,726	9	2,735
Unskilled Workers.....	2,524	1,250	3,774	57,279	15,266	72,545
Food and tobacco.....	371	452	823	1,390	2,436	3,826
Lumber and lumber products.....	142	9	151	4,746	259	5,005
Metalworking.....	179	32	211	3,590	402	3,992
Construction.....	937	.....	937	20,614	1	20,615
Other unskilled workers.....	895	757	1,652	26,939	12,168	39,107
GRAND TOTAL.....	16,741	18,466	35,207	172,417	96,074	268,491

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(Source: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Newfoundland	381	309	313	4,406	5,787	7,882
Corner Brook.....	24	64	9	1,130	1,507	2,194
Grand Falls.....	4	4	4	425	395	682
St. John's.....	353	241	300	2,851	3,885	5,006
Prince Edward Island	228	152	138	1,004	1,197	1,252
Charlottetown.....	147	105	98	574	630	728
Summerside.....	81	47	40	430	567	524
Nova Scotia	888	859	596	10,657	10,975	12,829
Amherst.....	23	18	10	370	522	438
Bridgewater.....	38	23	12	576	611	564
Halifax.....	584	546	386	3,357	3,290	3,738
Inverness.....	.....	.....	.....	222	229	267
Kentville.....	104	143	77	801	728	888
Liverpool.....	5	1	3	202	217	261
New Glasgow.....	21	35	39	1,428	1,479	2,340
Springhill.....	.....	.....	.....	701	614	233
Sydney.....	28	13	17	2,047	2,222	2,814
Truro.....	25	18	.....	400	472	628
Yarmouth.....	60	62	52	553	591	658
New Brunswick	750	626	587	9,356	10,270	12,028
Bathurst.....	30	2	11	718	722	703
Campbellton.....	37	23	30	824	721	1,065
Edmundston.....	11	13	2	561	527	685
Fredericton.....	139	168	98	923	1,094	1,176
Minto.....	26	26	.....	418	524	776
Moncton.....	225	178	284	1,737	2,127	2,306
Newcastle.....	7	2	.....	960	922	894
Saint John.....	226	201	143	1,727	2,298	2,503
St. Stephen.....	18	5	8	807	691	1,042
Sussex.....	12	5	9	228	182	211
Woodstock.....	19	3	2	453	462	667
Quebec	9,263	6,975	4,595	78,846	88,869	99,706
Alma.....	32	23	16	1,200	1,293	1,271
Asbestos.....	6	15	11	234	260	644
Beauharnois.....	36	27	37	614	664	605
Buckingham.....	27	51	17	472	410	656
Causapscal.....	78	29	62	360	546	683
Chandler.....	21	15	5	189	247	263
Chicoutimi.....	146	259	61	925	1,142	1,263
Dolbeau.....	46	15	17	506	548	918
Drummondville.....	37	35	38	1,093	1,246	1,194
Farnham.....	663	66	11	442	451	513
Forestville.....	253	281	3	486	535	666
Gaspé.....	24	10	9	164	226	290
Granby.....	25	32	80	809	1,195	1,393
Hull.....	58	108	42	1,378	1,566	1,679
Joliette.....	177	92	124	1,816	2,129	1,686
Jonquière.....	25	58	34	1,060	1,265	1,390
Lachute.....	11	16	24	317	506	362
La Malbaie.....	9	37	17	412	407	337
La Tuque.....	295	367	92	545	841	678
Lévis.....	115	103	60	1,213	1,248	1,989
Louiseville.....	18	17	34	467	585	676
Magog.....	10	1	1	342	276	527
Maniwaki.....	183	14	.....	147	174	226
Matane.....	43	10	3	345	455	868
Mégantic.....	1	10	9	352	360	301
Mont-Laurier.....	10	4	10	278	370	510
Montmagny.....	14	12	20	461	504	718
Montreal.....	4,203	3,289	2,454	34,851	37,153	42,472
New Richmond.....	16	2	11	213	235	314
Port Alfred.....	5	2	4	266	225	349
Quebec.....	619	558	468	6,140	7,024	7,404
Rimouski.....	290	103	59	1,422	1,177	1,307
Rivière du Loup.....	101	37	12	684	751	979
Roberval.....	137	75	8	569	705	827
Rouyn.....	105	70	48	1,254	1,429	2,031
Ste. Agathe.....	45	35	9	231	236	242
Ste. Anne de Bellevue.....	70	67	32	453	520	535
Ste. Thérèse.....	29	90	28	913	1,056	963
St. Hyacinthe.....	67	73	89	1,122	1,826	951
St. Jean.....	104	65	74	527	1,313	1,307
St. Jérôme.....	79	109	30	949	901	694
Sept-Iles.....	202	120	31	589	667	432
Shawinigan.....	147	31	17	1,937	2,148	2,901
Sherbrooke.....	212	137	95	2,561	3,104	3,199
Sorel.....	29	67	40	896	1,133	2,140
Thetford Mines.....	53	60	45	935	896	1,006
Trois-Rivières.....	245	151	113	2,028	2,885	2,823
Val d'Or.....	20	42	14	989	1,115	1,380

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Quebec—Concluded						
Valleyfield.....	19	9	16	1,243	1,129	1,256
Victoriaville.....	16	22	23	835	1,019	1,049
Ville St. Georges.....	87	54	38	612	773	839
Ontario	12,834	10,843	9,119	104,336	111,235	133,398
Arnprior.....	6	9	16	102	106	129
Barrie.....	27	35	32	819	818	689
Belleville.....	89	26	28	963	1,033	1,105
Bracebridge.....	54	172	45	341	315	386
Brampton.....	14	52	26	1,492	1,492	702
Brantford.....	119	74	67	1,547	1,396	2,284
Brockville.....	64	63	27	207	331	290
Carleton Place.....	9	14	18	123	158	150
Chatham.....	347	191	357	840	1,236	1,499
Cobourg.....	18	16	15	514	704	571
Collingwood.....	11	18	12	333	543	382
Cornwall.....	122	108	119	1,861	2,168	2,403
Elliot Lake.....	106	115		348	320	
Fort Erie.....	43	26	6	259	313	395
Fort Frances.....	43	21	23	190	209	265
Fort William.....	90	78	115	1,021	899	1,405
Galt.....	134	90	74	760	932	1,306
Gananoque.....	26	14	6	114	141	139
Goderich.....	38	53	22	214	229	289
Guelph.....	53	54	23	1,086	1,209	1,226
Hamilton.....	1,087	869	687	7,919	7,484	12,360
Hawkesbury.....	13	20	16	235	318	331
Kapuskasing.....	18	32	55	409	458	775
Kenora.....	23	13	34	216	213	355
Kingston.....	165	104	108	1,316	1,141	1,163
Kirkland Lake.....	74	54	30	564	689	665
Kitchener.....	216	263	114	1,222	1,844	1,946
Leamington.....	133	36	41	440	846	627
Lindsay.....	7	24	6	467	506	596
Listowel.....	26	29	32	137	182	173
London.....	757	600	519	2,465	3,230	3,751
Long Branch.....	267	251	175	2,694	2,581	2,638
Midland.....	23	28	33	287	306	367
Napanee.....	5	6	3	204	205	284
Newmarket.....	101	55	63	727	731	765
Niagara Falls.....	161	63	35	947	1,192	1,506
North Bay.....	27	21	11	808	735	1,009
Oakville.....	143	128	59	855	599	794
Orillia.....	35	22	22	465	471	840
Oshawa.....	128	132	64	8,422	7,408	7,676
Ottawa.....	1,070	961	890	3,293	3,457	3,317
Owen Sound.....	56	33	8	549	714	1,062
Parry Sound.....		1	1	148	113	190
Pembroke.....	109	68	70	834	802	1,105
Perth.....	36	27	39	201	236	200
Peterborough.....	90	63	136	1,796	1,948	2,452
Pictou.....	16	13	26	141	186	199
Port Arthur.....	263	271	126	1,427	1,442	1,984
Port Colborne.....	7	6	17	495	589	858
Prescott.....	25	44	28	324	524	422
Renfrew.....	24	15	6	194	237	409
St. Catharines.....	285	121	123	2,663	4,246	5,564
St. Thomas.....	156	58	204	419	666	716
Sarnia.....	127	78	51	1,231	1,228	1,807
Sault Ste. Marie.....	354	240	304	960	1,144	2,115
Simcoe.....	320	742	769	318	838	422
Sioux Lookout.....	13	27	5	86	114	115
Smiths Falls.....	9	13	37	219	195	228
Stratford.....	39	54	25	496	602	694
Sturgeon Falls.....	20	9	2	359	443	799
Sudbury.....	243	191	249	1,728	2,050	3,207
Tillsonburg.....	576	325		80	353	
Timmins.....	79	64	55	1,121	997	1,438
Toronto.....	3,259	2,685	2,182	26,972	27,653	30,465
Trenton.....	127	59	95	333	398	505
Walkerton.....	62	49	60	236	263	314
Wallaceburg.....	10	9	3	136	277	285
Welland.....	30	12	48	869	1,068	1,869
Weston.....	217	194	224	3,036	3,274	1,873
Windsor.....	241	161	131	9,305	8,911	13,606
Woodstock (?).....	149	271		434	576	
Manitoba	4,049	2,824	1,927	8,446	9,582	10,875
Brandon.....	284	194	166	619	712	726
Dauphin.....	19	22	14	282	362	384
Flin Flon.....	54	71	37	137	143	164
Portage la Prairie.....	88	61	51	339	399	417
The Pas.....	164	101	47	199	245	243
Winnipeg.....	3,440	2,375	1,612	6,870	7,721	8,941

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT SEPTEMBER 3, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958	(1) Sept. 3, 1959	Previous Month July 30, 1959	Previous Year Aug. 28, 1958
Saskatchewan	1,359	1,096	979	5,198	5,808	5,440
Estevan	56	44	72	205	237	171
Lloydminster	45	38	—	110	79	—
Moose Jaw	193	154	132	494	561	479
North Battleford	38	41	42	281	287	367
Prince Albert	67	51	117	626	643	740
Regina	314	239	217	1,351	1,591	1,407
Saskatoon	369	295	223	1,333	1,360	1,299
Swift Current	102	96	62	186	216	218
Weyburn	42	36	20	85	122	120
Yorkton	133	102	94	527	712	639
Alberta	3,089	2,682	3,079	11,592	12,794	12,816
Blairmore	7	11	15	142	192	328
Calgary	1,011	928	1,123	3,880	3,857	4,108
Drumheller	35	29	43	206	331	207
Edmonton	1,475	1,273	1,365	5,533	6,511	6,309
Edson	76	43	12	325	331	196
Lethbridge	193	140	198	567	618	709
Medicine Hat	183	140	173	536	491	485
Red Deer	109	118	150	403	463	474
British Columbia	2,366	2,186	2,125	34,650	35,975	47,516
Chilliwack	32	43	44	647	744	1,500
Courtenay	7	6	3	590	575	1,380
Cranbrook	30	52	20	330	342	292
Dawson Creek	29	13	51	557	640	495
Duncan	20	10	22	676	710	1,417
Kamloops	17	22	13	438	485	688
Kelowna	16	24	38	444	520	463
Kitimat	50	61	16	118	154	224
Mission City	19	11	7	556	587	777
Nanaimo	29	13	23	741	827	1,867
Nelson	37	29	22	369	422	345
New Westminster	223	264	189	5,160	5,031	6,341
Penticton	47	28	12	429	439	474
Port Alberni	18	31	36	711	907	1,191
Prince George	85	70	74	1,011	1,024	944
Prince Rupert	15	29	23	627	572	531
Princeton	14	18	7	128	128	172
Quesnel	41	36	—	349	352	—
Trail	51	49	38	522	608	441
Vancouver	1,205	1,082	1,244	16,485	17,004	23,739
Vernon	54	18	24	460	539	561
Victoria	214	192	192	3,108	3,118	3,510
Whitehorse	113	80	27	194	247	164
Canada	35,207	28,552	23,458	268,491	292,492	343,742
Males	16,741	14,235	10,012	172,417	185,527	237,319
Females	18,466	14,317	13,446	96,074	106,965	106,423

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

(3) Figures not available for August 28, 1958 due to change in the local office area.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.I.C. 751)

1954—1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Région
1954	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1958 (8 months)	552,351	357,809	194,542	34,199	127,679	186,316	117,383	86,774
1959 (8 months)	659,332	441,826	217,506	41,662	155,609	223,723	144,299	94,039

E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,
AUGUST 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit ■
Newfoundland.....	3.0	12,522	257,210
Prince Edward Island.....	0.6	2,531	45,027
Nova Scotia.....	7.2	29,957	565,754
New Brunswick.....	5.7	23,842	457,425
Quebec.....	47.3	198,801	3,937,417
Ontario.....	59.0	247,951	5,089,390
Manitoba.....	4.7	19,799	369,489
Saskatchewan.....	2.9	12,238	229,657
Alberta.....	6.1	25,741	515,247
British Columbia.....	18.2	76,479	1,656,538
Total, Canada, August 1959.....	154.7	649,861	13,123,154
Total, Canada, July 1959.....	164.8	724,975	14,531,393
Total, Canada, August 1958.....	223.2	937,477	19,491,443

**TABLE E-2—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOW-
ING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, AUGUST 31, 1959**

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent- age Postal	August 29, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	209,966	Not Available							26.5	294,587
Male.....	132,825								28.4	208,738
Female.....	77,141								23.3	85,849
Excluding T.....	192,743	58,498	24,012	34,401	20,174	15,817	11,300	28,541	25.8	272,362
Prairie M.....	123,566	42,156	17,219	22,359	10,836	8,653	6,249	16,094	27.4	195,290
Provinces F.....	69,177	16,342	6,793	12,042	9,338	7,164	5,051	12,447	23.0	77,072
Newfoundland.....	3,920	986	401	485	399	586	229	834	65.4	6,893
Male.....	3,136	850	334	366	300	503	167	616	69.5	5,999
Female.....	784	136	67	119	99	83	62	218	48.7	894
Prince Edward Island.....	729	181	65	180	90	62	36	115	58.2	820
Male.....	434	110	44	119	46	32	18	65	64.7	538
Female.....	295	71	21	61	44	30	18	50	48.5	282
Nova Scotia.....	9,205	2,401	862	1,597	1,118	976	682	1,569	37.2	19,546
Male.....	6,823	1,929	664	1,188	777	708	523	1,034	37.5	16,858
Female.....	2,382	472	198	409	341	268	159	535	36.4	2,688
New Brunswick.....	7,255	1,930	783	1,183	901	734	649	1,075	49.3	9,645
Male.....	5,185	1,513	595	827	568	494	499	689	53.7	7,350
Female.....	2,070	417	188	356	333	240	150	386	38.4	2,295
Quebec.....	61,391	18,815	6,919	9,742	7,152	5,768	4,073	8,922	27.5	86,355
Male.....	37,746	12,973	4,578	5,777	3,894	3,156	2,256	5,112	29.9	59,839
Female.....	23,645	5,842	2,341	3,965	3,258	2,612	1,817	3,810	23.7	26,516
Ontario.....	84,942	26,913	11,603	15,974	7,994	5,626	4,055	12,777	20.0	110,883
Male.....	53,382	19,292	8,718	10,179	3,822	2,656	1,878	6,837	20.1	76,075
Female.....	31,560	7,621	2,885	5,795	4,172	2,970	2,177	5,940	19.9	34,808
Manitoba.....	5,299								22.6	7,967
Male.....	2,522								26.2	4,535
Female.....	2,777								19.4	3,432
Saskatchewan.....	3,606								42.8	4,040
Male.....	1,743								51.7	2,127
Female.....	1,863								34.4	1,913
Alberta.....	8,318								37.0	10,218
Male.....	4,994								44.3	6,786
Female.....	3,324								25.9	3,432
British Columbia.....	25,301	7,272	3,379	5,240	2,520	2,065	1,576	3,249	23.5	38,220
Male.....	16,860	5,489	2,286	3,903	1,429	1,104	908	1,741	24.3	28,631
Female.....	8,441	1,783	1,093	1,337	1,091	961	668	1,508	21.9	9,589

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,
AUGUST, 1959**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,468	935	1,533	2,358	1,866	492	605
Prince Edward Island.....	242	163	79	250	179	71	67
Nova Scotia.....	3,729	2,181	1,548	3,560	2,661	899	920
New Brunswick.....	2,896	1,759	1,137	2,933	2,071	862	739
Quebec.....	28,060	17,009	11,051	29,538	21,808	7,730	6,206
Ontario.....	44,285	26,845	17,440	46,573	36,973	9,600	11,758
Manitoba.....	2,263	1,547	716	2,378	1,593	685	403
Saskatchewan.....	1,495	1,008	487	1,493	1,098	425	339
Alberta.....	4,222	2,446	1,776	4,556	3,500	1,056	971
British Columbia.....	12,779	7,735	5,044	13,240	9,179	4,061	3,285
Total, Canada, August 1959...	102,439	61,628	40,811	106,779	80,898	25,881	25,293
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633
Total, Canada, August 1958....	139,690	74,931	64,759	140,654	111,836	28,818	32,024

* In addition, revised claims received numbered 21,188.

† In addition, 22,002 revised claims were disposed of. Of these, 1,710 were special requests not granted and 1,149 were appeals by claimants. There were 3,457 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1959—July.....	4,024,500	3,798,600	225,900
June.....	3,989,000	3,768,500	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600
July.....	4,024,000	3,723,200	300,800

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2
October.....	128.0	124.2	142.4	110.5	123.4	135.5

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1959

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	September 1958	August 1959	September 1959					
(1) St. John's, Nfld.....	112.5	116.0	114.9	112.8	115.0	104.5	109.7	127.1
Halifax.....	123.1	126.4	126.3	116.5	133.7	119.5	129.3	138.1
Saint John.....	125.7	128.1	128.3	121.7	137.4	117.1	124.1	142.2
Montreal.....	126.1	126.9	127.8	127.8	144.7	104.9	119.9	135.9
Ottawa.....	125.7	127.2	127.6	121.4	147.1	112.8	120.9	137.0
Toronto.....	128.7	128.8	129.4	120.9	153.7	113.6	122.8	136.9
Winnipeg.....	123.3	123.4	123.9	118.7	132.4	116.2	119.8	132.2
Saskatoon-Regina.....	123.0	123.5	124.2	122.3	123.9	120.1	125.0	128.0
Edmonton-Calgary.....	121.8	122.8	124.0	119.1	124.6	118.1	126.1	132.1
Vancouver.....	126.0	127.2	128.3	123.2	138.4	113.9	131.4	135.7

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 542, May issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63
September.....	15	33	30,076	282,490	0.27

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS SEPTEMBER 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	2	25,020	225,120
Fishing.....	—	—	—
Mining.....	1	143	3,000
Manufacturing.....	18	4,323	49,065
Construction.....	7	402	4,550
Transportation, etc.....	—	—	—
Public utilities.....	1	84	250
Trade.....	2	30	155
Service.....	2	74	350
All industries.....	33	30,076	282,490

TABLE G-3—STRIKES AND LOCKOUTS SEPTEMBER 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	—	—	—
Prince Edward Island..	—	—	—
Nova Scotia.....	2	110	355
New Brunswick.....	—	—	—
Quebec.....	8	2,240	19,375
Ontario.....	16	2,393	32,065
Manitoba.....	—	—	—
Saskatchewan.....	1	141	2,960
Alberta.....	—	—	—
British Columbia.....	6	25,192	227,735
Federal.....	—	—	—
All jurisdictions.....	33	30,076	282,490

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
SEPTEMBER 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Septem- ber	Accu- mulated		
LOGGING— Logging and Sawmill Operations, Coastal and Lower Mainland, B.C.	Woodworkers, various locals (AFL-CIO/CLC)	25,000	225,000	1,369,000	July 6 Sept. 14	Wages~Wage increases of 10¢ an hour effective June 15, 1959; 10¢ effective June 15, 1960 plus an additional 10¢ for jour- neymen tradesmen effective June 15, 1959; job evaluation plan to be set up for plywood mills.
MINING— Marmoraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	143	3,000	9,510	July 15	Wages, fringe benefits~
MANUFACTURING— Food and Beverages— Fry-Cadbury, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	600	12,600	21,300	Aug. 11	Wages, seniority~
Textile Products— Dominion Textile Company, Magog, Que.	Textile Wkrs. (CCCL)	1,500	4,500	4,500	Sept. 28	Wages~
Clothing (Textile and Fur) CanaDay Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/CLC)	141	2,960	4,805	Aug. 14	Wages for time and piece workers~
Paper Products— Bathurst Containers, Port Whitby, Ont.	Woodworkers Loc. 2-242 (AFL-CIO/CLC)	175	175	175	Sept. 29 Sept. 29	Wages in transfer to higher paid job~Tempo- rary settlement, re- turn of workers.
Iron and Steel Products— John Inglis, Toronto, Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	14,385	38,360	July 14	Wages~
American Standard Products, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	177	3,715	6,190	Aug. 12	Wages, supplementary unemployment benefits, other changes~
Standard Tube and T.I. Woodstock, Ont.	Auto Wkrs. Loc. 636 (AFL-CIO/CLC)	395	3,950	3,950	Sept. 17	Wages, other issues~
Transportation Equipment— Champion Spark Plug of Canada, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	233	930	930	Sept. 10 Sept. 16	Disciplining of two work- men~Return of workers.
Electrical Apparatus and Supplies— Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	117	935	9,810	May 21 Sept. 14	Wages~Three year con- tract with increase of 2¢ the first year; 3¢ the second year; 3½¢ the third year; 7% increase for piece workers.
Non-Metallic Mineral Products— Clayburn-Harbison, Abbotsford, Kilgard and Vancouver, B.C.	Brick, Clay Wkrs. Loc. 629 (AFL-CIO/CLC)	102	2,140	3,875	Aug. 13	Wages, vacations~
CONSTRUCTION— Windsor Sheet Metal Contractors, Windsor, Ont.	Sheet Metal Wkrs. Loc. 235, (AFL-CIO/CLC)	125	250	4,400	July 28 Sept. 3	Wages~20¢ an hour in- crease retroactive to Aug. 1, 1959, a further 25¢ spread over the inter- vening period to April 30, 1961.
Electrical Contractors Association, Windsor and Essex County.	Bro. Electrical Wkrs. Loc. 773 (AFL-CIO/CLC)	185	3,885	3,885	Sept. 4	Wages~

Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

Group 1: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

Group 2: Labour Surplus. Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0; 12.0 or 14.0 per cent, depending on the size and character of the area.

Group 3: Balanced Labour Supply. Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

Group 4: Labour Shortage. Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 1129.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Montreal includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.

The Queen's Printer
OTTAWA

*If undelivered,
return COVER WITH CONTENTS to:
The Queen's Printer, Ottawa, Canada*

*En cas de non-livraison,
retourner cette PUBLICATION INTACTE à
L'Imprimeur de la Reine, Ottawa, Canada*

CHICAGO PUBLIC LIBRARY,
DOCUMENTS DEPT.,
78 EAST WASHINGTON ST.,
CHICAGO 2, ILL., U.S.
L.G.F.

WHAT'S GOOD ABOUT WINTER?

It's the best time of year to get your repairs, maintenance, renovation and general clean-up work done around your home or place of business.

Men and materials are available during the winter, and small jobs get better attention and can be more economical during the cold weather lull in the building industry.

PLAN TO HELP YOURSELF, AND
AT THE SAME TIME HELP YOUR
COMMUNITY TO INCREASE
EMPLOYMENT THIS WINTER.

CALL YOUR NATIONAL EMPLOYMENT SERVICE FOR ADVICE AND ASSISTANCE



ISSUED BY AUTHORITY OF
THE MINISTER OF LABOUR, CANADA